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STATUTORY INSTRUMENTS

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**2002 No. 2034**

**TERMS AND CONDITIONS OF EMPLOYMENT**

The Fixed-term Employees (Prevention of  
Less Favourable Treatment) Regulations 2002

*Made* - - - - - *30th July 2002*

*Coming into force* *1st October 2002*

THE FIXED-TERM EMPLOYEES (PREVENTION OF  
LESS FAVOURABLE TREATMENT) REGULATIONS 2002

PART 1

GENERAL AND INTERPRETATION

1. Citation, commencement and interpretation
2. Comparable employees

PART 2

RIGHTS AND REMEDIES

3. Less favourable treatment of fixed-term employees
4. Objective justification
5. Right to receive a written statement of reasons for less favourable treatment
6. Unfair dismissal and the right not to be subjected to detriment
7. Complaints to employment tribunals etc.
- 7A Extension of time limit to facilitate conciliation before institution of proceedings
8. Successive fixed-term contracts
9. Right to receive written statement of variation

PART 3

MISCELLANEOUS

10. Restrictions on contracting out
11. Amendments to primary legislation
12. Liability of employers and principals

**Changes to legislation:** There are currently no known outstanding effects for the The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002. (See end of Document for details)

#### PART 4

#### SPECIAL CLASSES OF PERSON

13. Crown employment
14. Armed forces
15. House of Lords staff
16. House of Commons staff
17. Police service

#### PART 5

#### EXCLUSIONS

18. Government training schemes etc.
19. Agency workers
20. Apprentices  
Signature

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#### SCHEDULE 1 — WORKFORCE AGREEMENTS

1. An agreement is a workforce agreement for the purposes of...
2. For the purposes of this Schedule— “a particular group” is...
3. The requirements concerning elections referred to in paragraph 2 are...

#### SCHEDULE 2 —

##### PART 1 — AMENDMENTS TO PRIMARY LEGISLATION

1. In Schedule 11 to the Social Security Contributions and Benefits...
2. The Employment Tribunals Act 1996 is amended as follows—
3. (1) The 1996 Act is amended as follows.

##### PART 2 — TRANSITIONAL PROVISIONS

4. Paragraph 1 of this Schedule applies where the relevant date...
5. (1) This paragraph applies to the dismissal of an employee...

Explanatory Note

**Changes to legislation:**

There are currently no known outstanding effects for the The Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations 2002.