

THE EMPLOYMENT OF MERCHANT SEAMEN

Jonathan S. Kitchen

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JONATHAN S. KITCHEN

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Volume 11

THE EMPLOYMENT OF
MERCHANT SEAMEN

The Employment of Merchant Seamen

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FOR MY MOTHER

PREFACE

'For too much law, more law will be the cure. If law makes blind, more law will help you see.' — Karl Llewellyn, *The Bramble Bush* (Columbia Law School, New York, 1930), p. 8.

This work sets out to cover the employment of merchant seamen, principally from the perspective of a labour lawyer, but it necessarily includes a great deal of material that would not normally be found in books on labour law. It is an attempt, too, to show how the law is but one kind of rule; that the collective organisations of workers and employers create and enforce rules of industrial practice that have just as important an effect on the lives of those they cover.

These are points which are discussed in some detail in the Introduction in the belief that the text itself is illustrative of a number of wider arguments which can legitimately be made about the division and organisation of legal studies in this area. For law is in many ways the complete social science. To be properly understood it requires some knowledge and study of economics, sociology, history and, of course, politics, for what is law (at least in statutory form) but the end product of the political process guided by the forces the other social sciences purport to study? This point is well brought out in the study of such an essential industry as shipping, where the forces that have shaped the special legal provisions regulating employment at sea have been frequently articulated.

The genesis of this book, by contrast, would remain hidden without express revelation. No author, and particularly one concerned with the perceptible gap between legal theory and reality, works in isolation owing nothing to others. Certainly this has not been the case here, and my deep and sincere thanks are owed to a great number of widely dispersed people. The work was originally undertaken as part of a wider study for the Ph.D. degree at the University of Cambridge. It is therefore my pleasant duty to record once again my thanks to the Master and Fellows of Sidney Sussex College for electing me to an Evan Lewis-Thomas Research Studentship which enabled me to begin, and to the Master and Fellows of Churchill College for electing me initially to the Bodossakis Fellowship, and subsequently to a College Research Fellowship, which enabled me to finish.

The substantive body of the work owes a great deal to a number of people at Cambridge; friends and colleagues who have stimulated my thoughts and criticised the product. Above all, the kindness, example,

Preface

criticism and help of Dr Paul O'Higgins of Christ's College was the most outstanding and invaluable, and of course, the most difficult to repay in anything other than profuse thanks. I would also like to take the opportunity of thanking Professor Bob Hepple, a Fellow of Clare College for most of the period during which the work was undertaken, for his encouragement and advice. I also owe a great deal to J.W.A. Thornely, former Senior Tutor of Sidney Sussex College, for his interest and support. No research into the aspects of the shipping industry discussed here, however, can be done with any sure measure of success without the help of the Research Officer of the National Union of Seamen, Jack Kinahan, and it is him that I have to thank for the countless references, points of interest, obscure documents, newspaper cuttings and industrial details which enabled me to get the most from the legal material in the Squire Law Library in Cambridge, and to appreciate the special collection of labour law materials and the help of the Deputy Librarian and his staff. I must also thank the National Union of Seamen in this context for their permission to use the materials collected in their Research Department.

I also owe a good deal to the kindness of A.H. Jenks and his colleagues of the General Council of British Shipping. They were kind enough, like Jack Kinahan, to read most of the work in manuscript form and provide me with invaluable comments and points of detail for correction. A similar service was provided by Laslo Kovats, giving me the benefit of a considerable experience of both seafaring and the law. Any mistakes that remain, of course, are my responsibility and not theirs.

At various different times I received help from a number of different sources within the myriad of organisations concerned with merchant seamen. I might be forgiven for singling out Dr Ronald Hope of the Seafarers' Education Service, John Prescott MP, Tom Harding of the Merchant Navy and Airline Officers' Association, Jack Bromley of the Radio and Electronic Officers' Union, Roy Arnold and Sam McCluskie of the National Union of Seamen, and numerous officials of the Department of Trade and various shipping companies for special thanks. I also owe a great deal to an enormous number of friends who have given me help, encouragement and support in various ways over the last six years or so and thereby made the whole process possible. My special thanks are therefore due to Bill Rees, Rick, Penny, Lionel, Rita, David, Sasha, Meg, John, Polly, Terri G., Ken, Stephanie, Martin, Brian, George, Craig, Michael and Starr, and others too numerous to mention. Above all I must thank Penny Thomson who typed and retyped the manuscript, checked references with me, and generally nursed me through the final stages (twice). Without her help I have serious doubts that the work would have been completed at all.

Preface

Finally, I must thank my publisher, David Croom, for the patience, enthusiasm and efficiency that has made the publishing process so satisfying. All these people, and many more, are owed more than they realise.

I have endeavoured to state the legal position as at 1 January 1978. There will be a number of places in the text, however, where the non-legal material is somewhat more dated than that. The subject-matter is so disparate as to have made it difficult to keep all of it up to date at any one time. Every effort has been made to fix it at the beginning of 1978, but apologies are offered in advance should that not have proved possible.

California
March 1978

Postscript

In the period between the completion of this book and its publication, Parliament enacted The Employment Protection (Consolidation) Act 1978. This act received the Royal Assent on 31 July, 1978 and, with minor exceptions, came into force on 1 November, 1978. It consolidates several of the statutes relating to the rights of employees and other matters including, in particular, most of the Redundancy Payments Act 1975, the Contracts of Employment Act 1972, parts of the Trade Union and Labour Relations Act 1974, and much of the Employment Protection Act 1975. The text makes reference to these statutes prior to the passage of this act. For the convenience of readers a table is included at the end of the Table of Statutes showing the destinations of the enactments repealed and replaced by this act.

California
May 1980

DESTINATION TABLE

This table shows in column (1) the enactments repealed by the Employment Protection (Consolidation) Act 1978, and in column (2) the provisions of that Act corresponding to the repealed provisions.

In certain cases the enactment in column (1), though having a corresponding provision in column (2), is not, or is not wholly, repealed, as it is still required, or partly required, for the purposes of other legislation.

(1)	(2)	(1)	(2)
Contracts of Employment Act 1963 (c. 49)	Employment Protection (Consolidation) Act 1978 (c. 44)	Redundancy Payments Act 1965 (c. 62)	Employment Protection (Consolidation) Act 1978 (c. 44)
Sch. 1, para. 1 (2)* 6*	Sch. 13, para. 21 22	s. 16 (2) (3) (4), (5) (6) (a) (b) (7) (8) 17 (1), (2) (3) (4) (4A), (4B) (5), (6) (7) (8) 18 19 20 (1) (2) (3) 21 22 23 24 (1) (2) (3) 24A (1) (2) 25 (1), (2) (3) (4), (5) 30 (1), (2) (2A) (3)-(8) ss. 31-33 s. 34 (1) (2) (3) (3A), (4) 35 (1), (2) (3) (4)	s. 144 (2) 146 (1) 99 149 (1) (a), (b), (2) (1) (c), (d) 154 (3), (4) ss. 149 (4), 154 (1) s. 141 (3), (4) Sch. 13, para. 14 (1) (2) (1) (3), (4) Cf. Sch. 13, para. 14 (6) Sch. 13, para. 14 (5) s. 102 100 Sch. 13, para. 14 (6) s. 144 (3) s. 144 (3), Sch. 13, para. 14 (6) s. 101 93 150 Sch. 13, para. 12 (2) (a) (1) (a) (3) (2) (b) (1) (a), (b) s. 153 (1) 81 (3) 140 (1), (2) (f), (h) 103 104 (1), (2) (3) (4)-(9) ss. 105-107 s. 108 (1) ss. 108 (2), 128 (4) s. 108 (3) (4), (5) 109 (1), (2) Rep., 1968 c. 13, s. 24 (2), Sch. 6, Part 1 s. 109 (3)
Industrial Training Act 1964 (c. 16)	s. 128 (1) Sch. 9, paras. 9, 10 s. 154 (2)		
s. 12 (1)* (2B), (3) (4)			
Redundancy Payments Act 1965 (c. 62)			
s. 1 2 3 (1), (2) (3)-(8) (9), (10) 4 (1) (2) (3)-(5) 5 (1), (2) (2A) (3) 6 (1) (2) (3)-(5) 7 8 (1) (2) (3), (3A) (4) 9 (1) (2) (a) (b), (3) 10 11 (1)-(3) (4) 12 13 13A 14 15 (1) (2)-(4) (5) 16 (1)	81 (1), (2) 82 (1)-(6) 83 84 (1)-(6) 90 (1), (3) 85 (1) ss. 85 (2), 90 (1) (e) s. 85 (3)-(5) 87 (1), (2) Sch. 14, para. 7 (1) (j) s. 153 (1) 88 (1) 90 (2) 88 (2)-(4) 89 81 (4) 151 (1) Sch. 13, para. 11 (2), (3) 1 (2) ss. 91 (1), 128 (4) s. 151 (2) 91 (2), (3) 92 (1)-(4) 96 (1)-(3) ss. 96 (4), 154 (1) s. 97 94 (1)-(5), (7) 95 98 Sch. 15, para. 12 s. 142 (2)-(4) Cf. s. 144 (3) Rep., 1976 c. 79, s. 17 (4), Sch. 6		

* Repealed by the Contracts of Employment Act 1972, s. 13 (1), Sch. 3.

* Not repealed.

(1)	(2)	(1)	(2)
Redundancy Payments Act 1965 (c. 62)	Employment Protection (Consolidation) Act 1978 (c. 44)	Redundancy Payments Act 1965 (c. 62)	Employment Protection (Consolidation) Act 1978 (c. 44)
s. 35 (5)	Rep., 1968 c. 13, s. 24 (2), Sch. 6, Part I	Sch. 1, paras. 6-8 para. 9	Sch. 4, paras. 5-7 para. 2
(6)	s. 154 (4)	2	Rep., 1975 c. 91, s. 125, Sch. 18
(7)	ss. 109 (4), 154 (1)	3, para. 1	Sch. 5, para. 1
36 (1)-(4)	Rep., 1973 c. 38, s. 100 (2) (b), Sch. 28	2	Rep., 1973 c. 32, s. 57, Sch. 5
(5), (6)	s. 153 (1)	3	Rep., 1972 c. 58, s. 64, Sch. 7, Part II
ss. 37-39	Rep., 1972 c. 53, s. 13, Sch. 3	4	Sch. 5, para. 2
40-42	ss. 110-112	5	Rep., 1972 c. 58, s. 64, Sch. 7, Part II
s. 43 (1), (1A)	s. 113 (1), (2)	6	Rep., 1972 c. 58, s. 64, Sch. 7, Part II, and 1973 c. 32, s. 57, Sch. 5
(2)-(5)	(3)-(6)	paras. 7, 8	Sch. 5, paras. 3, 4
(6)	114	4, paras. 1-5	Sch. 12, paras. 12-16
44	130	para. 6	Rep., 1975 c. 71, s. 125, Sch. 16, Part I, para. 25, Sch. 18
46 (1)-(4)	Rep., 1971 c. 72, s. 169 (b), Sch. 9	paras. 7-10	Sch. 12, paras. 17-20
(5)	Sch. 9, para. 10	para. 11	s. 153 (1)
(6)	3	12	Rep., 1975 c. 71, s. 125, Sch. 16, Part I, para. 27, Sch. 18
(7)	—	13	Sch. 12, para. 21
47	s. 118	14	paras. 1, 4 (1)
48 (1)	ss. 82 (7), 84 (7), 142 (2)	15	1, 6
(2)	s. 94 (6)	paras. 16, 17	22, 23
(3)	81 (2)	para. 17A	para. 24
(4)	153 (4)	paras. 18-20	paras. 25-27
ss. 49-51	ss. 115-117	para. 21	1, 4 (1)
s. 52	s. 120	21A (1)	1, 3 (1)
53	119	(2)	para. 3 (2)
54 (1)	154 (1), (3)	(3)	s. 154
(2)	(2)	22 (1)	Sch. 12, para. 5
55 (1)-(3)	—	(2)	28
(4)	Rep., 1969 c. 49, s. 141, Sch. 11	5, para. 1	Cf. s. 153 (1), Sch. 13, para. 1 (1)
(5), (6)†	s. 156 (2), (3)	paras. 2-6	Sch. 6, paras. 1-5
56 (1)	ss. 92 (5), 110 (9), 153 (1)	para. 7	s. 153 (1), Sch. 6, para. 6
(2)	—	paras. 8-12	Sch. 6, paras. 7-11
(3)	s. 114	para. 13	Rep., 1975 c. 71, s. 125, Sch. 18
(4)	153 (5)	6, paras. 1, 2	Sch. 7
(5)	(7)	para. 3	s. 153 (1)
57	158	7	Sch. 10
58 (1)-(3)	157 (1)-(3)	8	8
(4)	Rep., 1973 c. 36, s. 41, Sch. 6	9	—
(5)	s. 157 (4)		
59 (2)	—		
(3)†	160 (3)		
Sch. 1, para. 1	Sch. 4, para. 1, Sch. 13, paras. 11 (2), (3), 13		
paras. 2-4	Sch. 4, paras. 2-4		
para. 5 (1)	14, para. 7 (1) (l)		
(2)	(2)		
(3)	(1) (k)		
(4)	8 (1) (c)		
(5)	s. 154 (1), Sch. 14, para. 8 (2)		
(6)	154 (3), (4)		
(7)	Sch. 14, para. 8 (4)		

† Repealed in part.

(1)	(2)	(1)	(2)
Superannuation (Miscellaneous Provisions) Act 1967 (c. 28)	Employment Protection (Consolidation) Act 1978 (c. 44)	Contracts of Employment Act 1972 (c. 53)	Employment Protection (Consolidation) Act 1978 (c. 44)
s. 9 (1)-(3) (4) (5)-(8)	Sch. 9, para. 11 (1)-(3) s. 154 (1), (2), Sch. 9, para. 11 (4) Sch. 9, para. 11 (5)-(8)	s. 8 (8) (9) 9 (1) (2) (a) (b) (c) (2A) (3) (4) (5) (6) (7) 10 (1) (2) (3) (4) 11 (1) (2) 12 (1) (2) 13 (1) (2) (3), (4) (5) (6) (7) 14 (1) (2) Sch. 1, paras. 1-4 4A-4C para. 5 (1), (2) (3) 5A paras. 6, 7 8, 9 para. 10 (1) (2) 10A 11 2, para. 1 (1) (a) (b) (2) 2-7 3	ss. 11 (9), 128 (4) Rep., 1976 c. 79, s. 17 (4), Sch. 6 s. 144 (1) (a) 144 (1) (b) 143 (3) (b), (4) 146 (1) 147 149 (1) (a), (c), (2) 154 (3), (4) ss. 149 (4), 154 (1) s. 7 (1) Sch. 13, para. 8 s. 154 (3), (4) ss. 7 (2), 154 (1) s. 153 (1) 52 141 (1) 153 (5) Sch. 15, para. 8 paras. 1, 2 13, para. 23; and cf. paras. 21, 22 15, para. 4 (a) s. 159 (1) 160 (3) Sch. 13, paras. 1-4 5-7 para. 9 (1), (2) Sch. 13, para. 10 15 paras. 16, 17 para. 18 s. 153 (4) Sch. 13, para. 19 24 Sch. 3, para. 1 s. 152 Sch. 14, para. 7 (1) (e) 3, paras. 2-7
National Loans Act 1968 (c. 13)			
Sch. 1†	s. 109 (1), (3)		
Redundancy Rebates Act 1969 (c. 8)			
ss. 1, 2	Spent		
Post Office Act 1969 (c. 48)			
Sch. 9, para. 34	Sch. 16, para. 8		
Equal Pay Act 1970 (c. 41)			
s. 2 (7)	—		
Civil Aviation Act 1971 (c. 75)			
Sch. 9, para. 2	Sch. 16, para. 12		
Superannuation Act 1972 (c. 11)			
Sch. 6, para. 54 55	s. 99 (1) (a) 111 (2) (b), (3) (b), (6) (a)		
Contracts of Employment Act 1972 (c. 53)			
s. 1 (1)-(4) (5) (6) 2 (1)-(3) (4) 3 4 (1) (2), (2A) (3)-(6) (7) (8)-(10) ss. 5, 6 s. 7 (1) (2) (3) 8 (1)-(3) (4)-(6) (7)	49 (1)-(4) 151 (1) 49 (5) 50 140 (1) 51 1 (1)-(3) (4), (5) 2 ss. 3 (1), 147 s. 3 (2)-(4) ss. 4, 5 s. 6 ss. 6, 154 (3), (4) s. 154 (1), (2) 11 (1)-(3) (5)-(7) 128 (4)		
		British Library Act 1972 (c. 54)	
		Schedule, para. 13 (2)†	
		National Health Service Reorganisation Act 1973 (c. 32)	
		Sch. 4, para. 106	Sch. 5, para. 1

† Repealed in part.

(1)	(2)	(1)	(2)
Social Security Act 1973 (c. 38)	Employment Protection (Consolidation) Act 1978 (c. 44)	Trade Union and Labour Relations Act 1974 (c. 52)	Employment Protection (Consolidation) Act 1978 (c. 44)
Sch. 27, para. 54	Rep., 1975 c. 71, s. 125 (3), Sch. 18	Sch. 1, para. 9 (1) (e), (f)	Rep., 1975 c. 71, s. 125, Sch. 16, Part III, para. 14 (1), Sch. 18
55	s. 103 (3)		s. 141 (2), (5)
56	105 (4)	(2), (3)	Rep., 1975 c. 71, s. 125, Sch. 16, Part III, para. 14 (2), Sch. 18
57	153 (1)	(4)	—
58	113 (1)–(3), (5)		s. 64 (1)
59	115 (1)	(5)	(3)
Employment and Training Act 1973 (c. 50)		10	149 (1) (c), (4)
Sch. 2, Part I, para. 15	Sch. 9, para. 9	11 (1)	Sch. 15, para. 10 (1)
Trade Union and Labour Relations Act 1974 (c. 52)		(2), (3)	s. 142 (1)
s. 1 (2) (b), (c), (d)†	—	12 (a)	ss. 65, 66
26 (2)*–(4)*	s. 154 (1), (2), (4)	(b)	s. 63
30 (1)†	ss. 146 (2), (3), 153 (1)	paras. 13, 14	128 (1), (2)
(3)*, (4)*	s. 153 (1)	para. 15	See the notes to s. 128, p. 585, <i>ante</i>
(5)*	(4)	16 (1)	67 (1)
(5A)*	(1)	(2)	Sch. 9, para. 2
(6)*	(5)	17 (1)	s. 75
(7)*	(7)	18	154
31 (5)*	160 (3)	20 (1)–(3)	Sch. 9, para. 1 (1)
Sch. 1, para. 4 (1)	ss. 54 (1), 129	(4)	(2) (a)
(2)	s. 54 (2)	(3)	(c)–(j)
5 (1)–(3)	55 (1)–(3)	(3A)	(3)
(4)	Rep., 1975 c. 71, s. 125, Sch. 16, Part III, para. 9, Sch. 18	(4)	(4)
(5), (6)	s. 55 (4), (5)	(4A)	s. 67 (2)
6 (1)–(3)	57 (1)–(3)	(5)	(4)
(4), (4A)	58 (1), (2)	(5A)	Sch. 9, para. 1 (5)
(5), (5A)	(3), (4)	(6)	(6)
(6)	(5)	paras. 22–25	(7)
(7)	59	para. 26 (1)	paras. 4–7
(8)	57 (3)	(2)–(4)	Rep., 1975 c. 71, s. 125 (3), Sch. 18
(9)	ss. 57 (4), 58 (6), 153 (2)	(4A)	s. 134 (1)–(3)
7 (1)–(3)	s. 62 (1)–(3)	(5)	(4)
(4)	67 (3)	27	(5)
(5)	62 (4)	30 (1)	80
8	Rep., 1975 c. 71, s. 125, Sch. 16, Part III, para. 13	30 (1A)	151 (1)
9 (1) (a)	Rep., 1975 c. 71, s. 125, Sch. 16, Part III, para. 14 (1), Sch. 18	(2)	Sch. 13, para. 11 (1)
(b)	s. 146 (1)	(3), (4)	s. 151 (2)
(c)	Rep., 1976 c. 79, s. 17 (4), Sch. 6	32†	Sch. 13, para. 20
(d)	s. 144 (2)	33 (1)*	s. 140
		(2)*	138 (1)
		(3)†	(2), (3)
		(4)*	(3)–(5)
		(4A)	(6)
		(5)*	(4)
		Sch. 3, para. 16	—
		4, para. 1	—
		3	—
		6	Sch. 15, para. 1
			4 (c)

† Repealed in part.

* Not repealed.

(1)	(2)	(1)	(2)
Social Security (Consequential Provisions) Act 1975 (c. 18)	Employment Protection (Consolidation) Act 1978 (c. 44)	Employment Protection Act 1975 (c. 71)	Employment Protection (Consolidation) Act 1978 (c. 44)
Sch. 2, para. 19 20 21 22 23	s. 113 (2) Rep., 1975 c. 71, s. 125 (3), Sch. 18 s. 105 (4) 113 (2) 115 (1)	s. 53 54 55 (1), (2) (3), (4) 56 57 (1), (2) (3) (4)-(8) 58 (1)-(3) (4) (5) ss. 59, 60 s. 61 (1)-(4) (5) (6) (7)-(13) 62 (a), (b) (c) ss. 63-69 s. 70 (1)-(5) (6) 71 (1) (2)-(7) (8), (9) 72 (1)-(4) (5) (6) (7) (8) 73 74 (1) (2) (a) (b) (3) (4) (5)-(7) 75 (1) (2) (3) (4)-(6) (7) (8) 76 ss. 77-79 s. 80 (1)-(3) (4) ss. 81-83 s. 84 (1)-(3) (4) (5) 85 (1) (2) 86	s. 23 24 25 (1), (2) Sch. 9, para. 2 s. 26 27 (1), (2) Sch. 16, para. 23 (2) (b) s. 27 (3)-(7) 28 (1)-(3) Sch. 16, para. 23 (2) (c) s. 28 (4) ss. 29, 30 s. 31 (1)-(4) Sch. 14, para. 7 (1) (c) s. 153 (1) 31 (5)-(11) 32 (1) 152 ss. 121-127 s. 53 Sch. 14, para. 7 (1) (f), (g) s. 68 (1) 69 70 71 (1)-(4) 68 (2) 71 (5) Sch. 14, para. 7 (1) (f), (g) 8 (1) (a) s. 72 73 (1) (2) (8) (3) Sch. 13, para. 11 (1) s. 73 (4)-(6) Sch. 14, para. 7 (1) (i) (2) (1) (h) 8 (1) (b), (2), (3) s. 73 (7) (9) 74 ss. 76-78 s. 79 Sch. 9, para. 8 ss. 8-10 s. 11 (1), (2), (4) (9) (8) 152 See against 1972 c. 53, Sch. 2, ante s. 148
Social Security Pensions Act 1975 (c. 60)			
s. 30 (5)	ss. 1 (4) (d), 11 (4) (b)		
Employment Protection Act 1975 (c. 71)			
s. 22 (1), (2) (3) 23 24 (1), (2) (3) (4) (5) ss. 25-28 s. 29 (1)-(3) (4) 30 (1) (2), (3) 31 (1) (2) (3), (4) (5) 32 33 34 (1)-(5) (6) (7) 35 (1) (2)-(5) 36 37 (1)-(4) (5) ss. 38, 39 41-47 s. 48 (1) (2) (a) (b) (3) (4), (5) (6) 49 50 (1) (2) 51 52	s. 12 143 (1) 13 14 (1), (2) Sch. 14, para. 7 (1) (a) s. 14 (3), Sch. 14, para. 7 (1) (a) s. 153 (1) ss. 15-18 s. 19 (1)-(3) 64 (2) 143 (2) 20 21 (1) Sch. 14, para. 7 (1) (b) s. 21 (2), (3) 153 (1) 22 61 (2) 60 Sch. 15, para. 10 (2) s. 65 (4) 33 (1) (3)-(6) 34 35 Sch. 14, para. 7 (1) (d) ss. 36, 37 38-44 s. 45 (1) 153 (1) 45 (2) 153 (3) 45 (3), (4) 46 47 ss. 56, 86 s. 33 (2) 61 (1) 153 (1)		

(1)	(2)	(1)	(2)
Employment Protection Act 1975 (c. 71)	Employment Protection (Consolidation) Act 1978 (c. 44)	Employment Protection Act 1975 (c. 71)	Employment Protection (Consolidation) Act 1978 (c. 44)
ss. 87, 88	ss. 135, 136	Sch. 4, paras. 1-6	Sch. 14, paras. 1-6
s. 108 (1)*	128 (4), 129	para. 7	para. 9
(2)-(8)	s. 133	8 (a)	10
109 (1)-(5)	131 (1)-(5)	(b)	s. 153 (1)
(6)	Sch. 9, para. 1 (2) (b)	paras. 9, 10	Sch. 14, paras. 11, 12
(7)-(9)	s. 131 (6)-(8)	5	See against 1972 c. 53.
110*	150	6, paras. 1-7	Sch. 2, <i>ante</i>
112 (1)	Sch. 16, para. 19 (2)	para. 7A	Sch. 11, paras. 1-7
(2)	s. 132 (1), (2)	8	para. 8
(3)	(3)	8A	9
(4)	Sch. 16, para. 19 (1)	paras. 9-23	10
(5), (6)	s. 132 (4), (5)	para. 23A	paras. 11-25
(7)	(1)	paras. 24, 25	para. 26
(8)	(6)	12, para. 1†	paras. 27, 28
117*	155	paras. 2*-6*	12, para. 1
118†	140	8-12	paras. 2-6
119 (2)	146 (1)	16, Parts I, II,	7-11
(3)†	Rep., 1976 c. 79, s. 17	Part III,	See against enact-
(4)†	(4), Sch. 6	paras. 8-30,	ments amended,
(5)†	s. 144 (2)	34	<i>ante</i>
(6)*	141 (2)	Part IV, para.	Sch. 16, para. 11
(7)†	(5)	14	15, para. 9
(8)-(11)	143 (3), (4)	17, para. 7	15 (1)
(12)†, (13)*	146 (4)-(7)	8	—
(15)*	144 (4), (5)	9, 10	Sch. 15, para. 11
(16)*	149 (1)	16	17
120 (1)	(4)	17	4
(2)	Sch. 13, para. 19	18*	
(3)	s. 95		
121†	Sch. 13, para. 12		
122 (1)†	s. 138	Trade Union and Labour Relations Amendment Act 1976 (c. 7)	
(3)	139 (1)	s. 1 (e)	s. 58 (3)
(4)†, (5)†	(2)	3 (3)*, (4)*	153 (1)
(6)*, (7)*	(3), (4)	(5)	58 (3)
(7A)*, (7B)*	(5), (6)	(6)	(6)
(8)*	(7), (8)		
123†	(9)		
124 (2)	154	New Towns (Amendment) Act 1976 (c. 68)	
(3), (4)	156 (1), (2)	s. 13 (5)†	
126 (1)†	ss. 146 (2), (3), 153 (1), (4)	Supplementary Benefits Act 1976 (c. 71)	
(2)*	s. 153 (1)	Sch. 7, para. 40	132 (3) (e), (4) (b), (6)
(3)	151		
(5)	153 (5)	Race Relations Act 1976 (c. 74)	
(8)*	(7)	Sch. 3, para. 1 (2)	71 (3) (c)
(9)*	137 (1)-(4)	(3)	76
127†	157	(4)	136 (1) (d)
128†	160 (3)		
129 (2)	Sch. 1		
(6)*	2, paras. 1, 3		
Sch. 2	para. 2		
3, para. 1	4		
2	6		
3	s. 48		
4	Sch. 2, para. 5		
5	7		
6			
7			

* Not repealed.

† Repealed in part.

(1)	(2)	(1)	(2)
Dock Work Regulation Act 1976 (c. 79)	Employment Protection (Consolidation) Act 1978 (c. 44)	Criminal Law Act 1977 (c. 45)	Employment Protection (Consolidation) Act 1978 (c. 44)
s. 14 (1), (2) (3) (4) (5) (6)† (7)*	s. 145 (3), (4) ss. 145 (4), 151 s. 105 (2) 145 (1) (2) ss. 149 (1) (c), (4), 154 (3) s. 145 (5) —	s. 28 (2)* (7)*	ss. 104 (9), 107 (4) (10) (a), 107 (5) (a)
ss. 14 (8)*, 15 (1)* Sch. 1, para. 17 (2)		Administration of Justice Act 1977 (c. 48)	
Social Security (Miscellaneous Provisions) Act 1977 (c. 5)		s. 6 32 (11)	Sch. 11, paras. 8, 10, 26 s. 160 (3)
s. 16 (1) (2) (3)	132 (1) (2) (a), (3) (a) (3) (c), (d)	Housing (Homeless Persons) Act 1977 (c. 48)	—
Redundancy Rebates Act 1977 (c. 22)		s. 14 (4) (b)†	
s. 1 (1) (2) (3) (4) 2 3 (1), (2) (3) Schedule	s. 154 (1), Sch. 6, para. 13 (1) Sch. 16, para. 13 (1) s. 154 (3), (4) Sch. 6, para. 13 (2) Applies to Northern Ireland — s. 160 (3) Sch. 6, para. 13 (1)	House of Commons (Administration) Act 1978 (c. 36)	
		Sch. 2, para. 4* 5*	4 (4) (a) 139
		Employment (Continental Shelf) Act 1978 (c. 46)	
		s. 1 (1)* 2*	137 (2) (c) (5)

† Repealed in part.

* Not repealed.