

I. T. Smith & J. C. Wood

INDUSTRIAL LAW

Third edition



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Industrial Law

Third edition

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Preface

Once again the pace of change in this area of law (legislative and judicial) has necessitated a further edition. The Trade Union Act 1984 has made major changes since the last edition (frequently of a particularly newsworthy nature), there have been important changes by regulations, and the miners' strike of 1984/85 produced significant case law in abundance. Fortunately, we have stumbled across a period in which there is no immediately impending legislation of the importance of the 1980, 1982 and 1984 Acts (and the next election is still some way off). However, nothing stands still long enough for the authors to be able to paint an entirely static picture, and at the time of writing there are three Bills before Parliament which will eventually affect matters covered in this book. These are: the Wages Bill, which seeks to (i) repeal the Truck Acts 1831–1940 and the Payment of Wages Act 1960 and replace them with restrictions on deductions from pay, (ii) amend the law relating to Wages Councils (repealing and replacing the Wages Councils Act 1979), and (iii) abolish the redundancy rebates scheme (except in the case of small employers); the Social Security Bill, which includes provisions enabling the establishment of a scheme for the payment of Family Income Supplement through the employer ('Family Credit', on the model of Statutory Sick Pay) and provisions amending the drafting of the trade dispute disqualification for unemployment benefit; the Sex Discrimination Bill which seeks to abolish the small firm exemption, modify the private household exemption, bring within the principal Act non-binding collective agreements and employer/union/professional rules, and remove the special protection given to adult women in relation to hours of work. Most of these changes are adverted to in the text as proposals, the Bills themselves not having been available at the time of writing. In addition, there have been consultative papers on reforms to the industrial injuries scheme and on proposals to make the statutory maternity allowance payable through the employer.

One innovation in this edition is detailed cross referencing to *Harvey on Industrial Relations and Employment Law*, the aim being to allow the reader to pursue a particular point in far greater (not to say exhaustive) detail in that work than is possible within the confines of a textbook; this is particularly

important in chapter 6, on the law and practice of unfair dismissal and redundancy.

The law is stated as at mid-February 1986.

I.T.S.
J.C.W.

Table of Statutes

	PAGE
Accident Compensation Act 1972 (New Zealand)	504
Administration of Justice Act 1982:	7, 505,
	530
s 1	531
3(1)	531
4	531
(2)	520
5	520
Agricultural Wages Act 1948	389
Agriculture (Poisonous Substances) Act 1952	539
Agriculture (Safety, Health and Welfare Provisions) Act 1956	539
Alkali, &c. Works Regulation Act 1906	539
Apportionment Act 1870	
s 2, 5	351
Arbitration Act 1950	31
Attachment of Earnings Act 1971	
s 1	395
6	395
(5)	395
7	395
(2)	395
14(1)	395
15(c)	395
Sch 3 para 5, 6	395
Bankruptcy Act 1914	
s 33	107
Boiler Explosions Act 1882	540
Boiler Explosions Act 1890	540
Broadcasting Act 1981	
s 25	37
Building (Scotland) Act 1959	541
Children and Young Persons Act 1933	
s 18, 19	580
Civil Aviation Act 1949	
s 15	37

	PAGE
Civil Liability (Contribution) Act 1978	152
s 1(1)	533
2(1)	533
Coal Industry Act 1971	324
Coal Industry Act 1985	324
Combination Act 1800	453
Companies Act 1948	
s 199	155
Companies Act 1967	
s 26(1)	16
Companies Act 1980	
s 46	67
Companies Act 1985	
s 309	67
(2)	67
318	16
719	67
Sch 19 para 9–12	107
Conciliation Act 1896	27
Conspiracy and Protection of Property Act 1875	6, 453, 455, 458, 465
s 3	454
4	455
5	455, 456
6	455
7	454, 455, 457, 458
(2),(4)	459
Contracts of Employment Act 1963:	5, 20, 115, 137, 172
Sch 1	166
Contracts of Employment Act 1972:	6, 193
Sch 1	166
Copyright Act 1956	
s 4	163
Counter-Inflation Act 1973	
s 1	414
2–5	415
Counter-Inflation (Temporary Provisions) Act 1972	
s 1(1)	414

	PAGE		PAGE
Counter-Inflation (Temporary Provisions) Act 1972 — <i>contd</i>		Employment Act 1980 — <i>contd</i>	
s 2	414	s 16	462
3(1)–(3)	414	(2)	462, 468, 493
5	414	17	51, 462, 467, 468, 480, 483, 484, 485, 487, 488, 489, 490, 491, 492, 494, 495, 501
County Courts Act 1959		(1),(2)	488
s 39, 42	349	(3)	488, 489, 491
Criminal Law Act 1977	454, 455, 548	(4)	488, 490
s 1(1)	419, 455	(5)	462, 488, 490, 491
(3)	454	(6)	489
3	454	(8)	470, 478
4(1)	454	19	27, 47
6–8	455	(c)	384
Crown Proceedings Act 1947	111	Sch 1 para 17	436
Disabled Persons (Employment) Act 1944		Employment Act 1982	6, 7, 21, 29, 34, 48, 67, 166, 265, 292, 297, 301, 308, 312, 320, 404, 417, 420, 423, 424, 425, 426, 467, 468, 470, 478, 480, 484, 490, 499
s 13(5)	125	s 1	67
Education Act 1944	479	2	423
Education (Work Experience) Act 1973: 580		3	294, 295, 421, 423, 438
Electricity Act 1947		4	322
s 53	24	(1)	297, 424
Employers' Liability (Compulsory Insurance) Act 1969	504, 536	5(3)	297, 424
s 2(1),(2)	536	6	297
3	536	7	272, 297, 424
5	537	8	323, 425
Employer's Liability (Defective Equipment) Act 1969	522, 524	9	298, 299
Employment Act 1980: 6, 7, 17, 21, 22, 23, 29, 35, 37, 38, 43, 85, 93, 97, 99, 106, 269, 272, 291, 292, 313, 320, 322, 384, 423, 435, 438, 451, 456, 458, 470, 478, 480, 484, 499		(5)	301
s 2	438	10(1), (2)	87
(3)	18	(3)	86
3	34, 245, 296, 425, 463	11	89
(8)	245, 462	12	51, 425, 494
4	30, 296, 423, 425, 428, 434, 436, 437, 438, 463	(1), (2), (7)	493
(1)–(3)	435	13	51, 425, 493, 494
(4)–(6)	436	14	51, 425, 493, 494
(11)	435	(2)–(4)	494
5	437, 438	15	89, 467, 468, 491, 495
(5),(6)	438	(1)	419, 427, 495
7	294, 423	(2)–(6)	427, 496
8	188, 264, 268	(7)	427
(1)	18	(8)	427, 496
9	322	16	468, 496, 497
10	424	17	91, 468, 497
11	97	(2)	445
12	18, 97	(3)	497
14	468	18	481, 482
(1)	91	(4)	484
15	461, 462	19(1)	454, 476, 478
(2)	87	Sch 1	423
(4)	89	Sch 2 para 1	90
		2	92
		3	193
		7	166, 167, 338
		Sch 3 para 1	263
		2	18, 176

	PAGE
Employment Act 1982 — <i>contd</i>	
Sch 3 — <i>contd</i>	
para 5	108
10	34
11	29
13	34
14	167
15	91, 167
16	87
Employment Agencies Act 1973	9
Employment Medical Advisory Service	
Act 1972	551, 560
s 5	579
Employment of Children Act 1973	580
Employment of Women, Young Per-	
sons, and Children Act 1920	
s 1(1), (3)	580
Employment Protection Act 1975:	5, 6, 8,
17, 21, 27, 28, 39,	
43, 44, 66, 68, 93,	
107, 221, 263, 308,	
342, 387, 405, 499,	
550	
s 1(2)	22, 28, 45
2	29, 43, 50
(4)	28
3	31, 32
(1)	36
(5)	31, 32
4	33
5	34
6	34, 245
(11)	34, 245
7	40
8	40, 103, 292, 418
(9)	41
(12)	292
10	36
11–16	22, 44
17	52, 53, 57
(2)	53
(4)	52
18	52, 55
(2)	54
19	52, 54
(4)	39
20	52, 55, 349
21	52, 349
89–96	385
98	383
99	55, 56, 57, 58, 288,
324, 412	
(1)	64
(3)	57
(5)	55
(8)	60
(9)	288
100	55, 56, 60, 288, 324
(6)	60
101	55, 56, 58, 107, 288,
324	
(5)	64

	PAGE
Employment Protection Act 1975 —	
<i>contd</i>	
s 102	55, 56, 58, 288, 324
(3), (5)–(11)	59
103	55, 56, 288, 324
104, 105	55, 56, 60, 288, 324
106, 107	55, 56, 288, 324
111(1)	404
116	44
121(4)	112
125	549
126(1)	48
Sch 1	28, 36
Sch 11	37, 38, 39, 383, 384
Sch 15 para 9	523
Sch 16 Pt III para 8	191, 253
13	299
Employment Protection (Consolida-	
tion) Act 1978:	6, 68, 93, 115, 135,
219, 231, 263, 324,	
397	
s 1	119, 121, 149, 355
(1)	117
(3)	118, 149, 192, 349,
351, 355, 378	
(4)	118, 246, 394
2	149, 355
(3)	119, 140
3	355
4	119, 122, 149, 355
(1)	118
(2),(3)	119
5	118, 355
6, 7	355
8	349, 395
9	395
11	119, 121, 138, 355
(1)	121
(2)	120, 121
(5)	119, 121
(6)	120, 121
(7)	119
12	90, 147, 361, 403
13	90, 147, 361
(1),(2)	90
(3),(4)	91
14	90, 147, 361
15	90, 91, 147, 361
16	90, 147, 361
17	90, 147, 361
(2)	232
18	90, 147, 361, 403
19	90, 92, 272, 361
20	92, 361
(3)	92
21	92, 361
(2),(3)	92
22	92, 361
(2)	232
23	85, 86, 87, 88, 89,
292	
(1)	85, 87, 88

	PAGE		PAGE
Employment Protection (Consolidation) Act 1978 — <i>contd</i>		Employment Protection (Consolidation) Act 1978 — <i>contd</i>	
s 23(1A), (1B)	86, 88	s 57(1)	100, 302, 303, 305
(2)	86	(2)	150, 277, 278, 333
(2A)	87, 88	(3)	150, 252, 254, 269,
(2B)	87		273, 274, 275, 276,
24	85, 88		277, 287, 288, 291,
(2)	232		293, 302, 305, 306,
25	85		307, 321
(1), (2)	88	(4)	278
26	85, 88, 105	58	85, 291, 292, 293,
26A	85, 89		421, 423
27	101, 102, 103, 105,	(1)	295, 298
	195	(3)	293, 294, 295, 421,
(3)	103		423
(6)	104	(4)	295
28, 29	101, 104, 195	(5), (6)	296
30	101	(7)	296, 438
(1)	8, 232	(8)	295
(2)	105	(10)	296
31	101, 106, 195	(12)	298
31A	106	58A	293, 294, 295, 423
32	101	(2)	424
(2)	48	59	287, 289
33	94	(b)	288
(3)	114	60	100, 291
(3A), (3B)	97	61	100, 272, 291
(4)	94	62	165, 196, 226, 293,
34, 35	95		298, 299, 300, 301,
36	95		320, 404, 491
(2)	232	(1)	301
39(1)	95	(2)	298, 299, 300
(2)	96	63	271, 272
40, 41	96	64(1)	264, 266, 268
45	96, 97	(3)	291
(2)	98	64A	18, 264
(3)	96, 99	65	21, 268
47	98, 172	67	308
(3), (5)	98	(2)	232
48(1)	99	(3)	301
49	107, 193, 194, 195,	(4)	232
	253, 262, 263, 325,	68	308
	326	(1)	309
(3)	194	69	308, 309
(4A)	193	(3)	309
(5)	198	70	308
50	194	(1)	311
(3)	194	(2)	309
51	195	71	308, 310, 311
53	198, 243, 244	(1)	310
(3)	244	(2), (4), (5)	311
54(1)	264	72	308
55	148, 183	72A	297
(2)	188, 189, 202, 252	73	308
(3)	191, 253, 258, 325	(4A)	297, 424
(4)	260, 261	(4B)	297
(5), (6)	263	(7)	322
56	97, 99, 291	(7A)	313, 323
56A	98	(7B)	313, 320, 322
(1)	18, 97	(9)	216, 287, 313
(2)	97	74	308
57	185, 268	(1)	313

	PAGE
Employment Protection (Consolidation) Act 1978 — <i>contd</i>	
s 74(2)	316
(4)	214, 217, 322
(6)	320
(7)	313
75	308
(1)	312
75A	297, 424
76	81, 308
76A	272, 297, 424
(2)	297
77–79	308, 323
81	286, 328
(1)	338, 361
(2)	305, 328, 329, 330, 332, 333, 408, 409
(4)	335, 338
82	97, 286, 335, 344
(1)	338
(2)	343, 344, 345
(3), (4)	340
(5)	334, 340
83	148, 183, 286
(2)	188, 189, 202, 252, 331, 342
84	286, 335
(1)	340
(3)	342, 343
(4)–(7)	342
85	253, 258, 286, 325, 326
(2)	191
(3), (4)	325
(5)	345
86	99, 286
87	147, 286, 346, 361
88	147, 286, 361
(1)–(4)	346
89	286, 361
(1)	346
(3)	347
(5)	346
90	260, 286, 326
(3)	263
91	286, 326
(2)	286
92	195, 196, 286, 344, 345
(1), (3), (4)	345
93	178, 179, 183, 286
(1)	183
94	166, 174, 286, 335, 336
95	286
96	286, 338
97	286
98	286, 339
99	286, 338
(2)	338
100	286
101	232, 286, 326

	PAGE
Employment Protection (Consolidation) Act 1978 — <i>contd</i>	
s 101(1), (2)	339
102	286, 339
103	286
104	286
(3)	347
105	286
106	107, 286, 340
107	286
108	286, 347
109	286
110	195, 286, 345
111	112, 286, 338
112–120	286
121	107
122	107, 108
(11)	108
125	108
131	2, 120, 192, 195, 217, 219, 349
133	29, 436
(2)	237
(3)	238
(6)	237
134(1)	237
(2)	30
(5)	237
135	221
136	221, 222
(2)	448
(3)	40, 418
(4)	40
138(1)	111, 117
(3)	112, 268
(4), (5)	112
(7)	111
140	68, 95, 259, 329
(2)	30, 238
141	265
(1)	117
(3), (4)	338
142	114, 188, 254
(1)	268
(2)	338
144(1)	117
(2)	268, 338
145(2)	268
(3)	338
146(2)	112
(4)–(8)	117
148	91, 108
(1)	311
151(2)	167
(3)	166, 265
(4)	338
153(1)	8, 96, 173, 175, 267, 292, 299
(4)	17, 309, 329
Sch 1	92
Sch 2	
para 2, 5	99
6	98

	PAGE		PAGE
Employment Protection (Consolidation) Act 1978 — <i>contd</i>		Explosives Act 1875	539
Sch 3	193, 194, 195, 196	Explosives Act 1923	539
para 2, 4	195	Factories Act 1937	551, 552
7	195	Factories Act 1959	539
Sch 4	338	Factories Act 1961	71, 525, 538, 539, 540, 542, 551, 580
para 4	339	s 1	560
Sch 5	112, 338	(1)	559
Sch 6 Pt I	347	2, 3	559, 560
Sch 9 para 2	268	4	559, 560, 574
7	242	5-7, 10A	560
Sch 11	222	12	561, 562
para 21	222, 243	13	561, 562
22	222	(2)	561
Sch 12 para 2, 3, 8, 14, 17, 22	179	14	526, 561, 562, 563, 564, 565, 566, 568
Sch 13	93, 166, 176, 181, 193, 337	(1)	561, 562
para 1	166, 167	(2)	561, 564
4	167, 168	(6)	566
5-7	168	15	561, 562
9	167, 168, 169, 170, 171, 172, 173, 303, 309, 360	16	561, 563
10	98, 172	17	560, 566, 581
12	336	(1)	525
15	171, 172, 173, 196, 340	(2)	525, 566
17	173, 174, 175, 177, 180, 181, 335, 336	20	567
18	176	21-26	568
18A	176	27	568
24	167, 172	(9)	568
Sch 14	59, 64, 92, 95, 104, 106, 195, 243, 297, 377	28	569, 570
para 1	379, 381	29	570
2	194, 379	(2)	570
Pt II	379	30(1)-(3), (6)	571
para 3, 4	380	(8)-(10)	571
5	381	31	571
6, 7	380	(4)	571
8	311, 312, 326	32-37, 39	572
9, 10	381	40-52	572
11	382	57	573
Equal Pay Act 1970	8, 20, 30, 36, 69, 70, 77, 78, 111, 362	58	573
s 1	366	59	148, 573
(1), (2)	363	60	573
(3)	363, 369, 370, 371, 372	63	559, 574
(4)	363, 364, 369	64, 65	574
(5)	365, 366, 374	72	575, 576
(6)	301, 369	73-75	578
(8)	112, 362	76	526, 563, 564
2(4), (5)	373	86-93	578
2A	366, 367	94	578, 579
(1)	368	95-114, 117, 119, 119A	579
(2), (3)	367	121(1), (2)	557
3	36, 373	122(1)	557
(1A), (3)	373	123-127	558
6	71	140	579
(1A)	375	143	534
		155	552
		163	552
		175	552, 581
		(1)	552, 555, 556
		(2)	556, 557, 558
		(3)	555
		(6)	556

	PAGE		PAGE
Factories Act 1961 — <i>contd</i>		Health and Safety at Work etc. Act	
s 175(7), (9)	555	1974 — <i>contd</i>	
176	567	s 6(2)–(6), (8)	544
(1)	557, 561, 578	7	165, 528, 534, 542, 546, 548
Factory and Workshop Act 1901	551	8	528, 534, 542, 545, 548
Family Law Reform Act 1969		9	545, 548
s 1, 9	113	10(2), (3)	545
Fatal Accidents Act 1976	531	(5)	545
s 1(1), (3)	531	11(2)	545
1A	531	12	545
4	530, 531	13(1)	545
5	531	14	545
Films Act 1960		(2)	545
s 42	27, 37	15	526, 546, 563
Finance Act 1971		16	92, 546
s 29–31	15	(1), (3)–(5)	546
Finance Act 1978		17	523
s 53–61	65	(1)	546
Sch 9	65	(2)	523, 546
Finance Act 1981		18(1), (2)	546
s 27, 28	398	19(1)	546
29	398, 407	(2)	547
Finance Act 1982		20(2), (5)	547
s 31	95	21	547
Finance (No 2) Act 1975		22	547
s 68–71	15	(4)	547
Finance (No 2) Act 1979		23	547
s 15	15	24	547
Fire Precautions Act 1971	572, 581	(3)	547
s 18(2)	572	25	547
Friendly Societies Act 1974	396	27	55, 159, 547
Gas Act 1948		28	55, 159, 547
s 3	24	(9)	523
35	24	33	548
Health and Safety at Work etc. Act		36	548
1974	4, 24, 40, 67, 503, 538, 540, 541, 551, 564, 566, 581, 582	(2)	548
s 1	546	37	548
(1)	546	(2)	548
2	44, 72, 528, 534, 542, 546, 548, 549	38–40	549
(1)	541	47	542
(2)	541, 542	(1)	526, 528, 534, 542
(3)	55, 549	(2)	525, 528, 542
(5)	66, 549	48	548
(6)	549	50	546
3	526, 528, 534, 542, 546, 548	(3)	546
(1)	542	53	543
(2), (3)	543	(1)	544
4	528, 534, 542, 546, 548	78(7)	572
(1)–(4)	543	Sch 2 para 15	545
5	528, 534, 542, 543, 546, 548	Sch 3	526
(1)–(3)	543	Highways Act 1959	459
6	528, 534, 542, 546, 548, 566	Highways Act 1980	
(1)	543	s 137	457
		Hosiery Manufacture (Wages) Act	
		1874	
		s 3	390
		Hours of Employment (Conventions)	
		Act 1936	581
		Housing Act 1957	
		s 92	37

xx *Table of Statutes*

	PAGE		PAGE
Income and Corporation Taxes Act 1970		Merchant Shipping Act 1894	114, 115
s 187, 188	215	Merchant Shipping Act 1970	114
204	395	s 1(1), (3)	115
219A	95	2, 7-18	115
338	418	27, 28, 30-32	115
412	338	Merchant Shipping Act 1974	
Independent Broadcasting Authority Act 1973		s 19	115
s 16	27	Mineral Workings (Offshore Installations) Act 1971	
Industrial Courts Act 1919	27	s 11	525
s 4	34	Mines and Quarries Act 1954	525, 539, 542, 581
Industrial Relations Act 1971: 4, 5, 6, 20, 27, 43, 44, 52, 165, 205, 221, 235, 263, 385, 417, 418, 427, 466, 495		s 124(1)	581
s 1(1)	22	Mines and Quarries (Tips) Act 1969	540
5(1)	85	Mines Management Act 1971	581
23(2)	253	Molestation of Workmen Act 1825	453
(3)	191	Munitions of War Act 1915	383
24(6)	269		
34-36	23	National Insurance (Industrial Injuries) Act 1946	506
44-60	22	Nuclear Installations Act 1965	539
96	146	s 12	542
147	469	Nuclear Installations Act 1969	539
167	481	Occupiers' Liability Act 1957	529
Industrial Relations Act 1973 (New Zealand)	26	s 2(1)	530
Industrial Training Act 1964	219	(3)	530
Infants' Relief Act 1874	113	(5)	532
s 1	113	Occupiers' Liability Act 1984	
Insolvency Act 1976		s 1(3)	529
Sch 1	107	Offices, Shops and Railway Premises Act 1963	539, 556, 581
Iron and Steel Act 1949		s 85	581
s 39	24	Patents Act 1949	
Law Reform (Contributory Negligence) Act 1945	533	s 56(2)	161
Law Reform (Frustrated Contracts) Act 1943		Patents Act 1977	161
s 1(3)	182, 351	s 39	162
2(4)	182	40	162
Law Reform (Married Women and Tortfeasors) Act 1935		(3), (6)	163
s 6(1)	152	41	162, 163
Law Reform (Miscellaneous Provisions) Act 1934		42	162
s 1	530, 531	43(1), (2)	162
(2)	531	Payment of Wages Act 1960:	390, 395, 397
Law Reform (Personal Injuries) Act 1948		s 1	395
s 1	529	2-4	396
2	215, 504, 519	Payment of Wages in Public-houses Prohibition Act 1883	396
Limitation Act 1963	535	Petroleum (Consolidation) Act 1928	539
Limitation Act 1975	535	Pneumoconiosis etc (Workers' Compensation) Act 1979	516
Limitation Act 1980		Police Act 1964	112
s 11, 14	535	s 47	455
33	535, 536	51	457, 460
Local Government Act 1972		53	455
s 112	210	Police Act 1969	24, 112
London Hackney Carriages Act 1843		Police and Criminal Evidence Act 1984	
s 23	114	s 4	460
		Post Office Act 1953	
		s 58	455, 456
		Prices and Incomes Act 1966	
		s 1-5	413

	PAGE		PAGE
Prices and Incomes Act 1966 — <i>contd</i>		Sex Discrimination Act 1975 — <i>contd</i>	
s 13–15	414	s 67–71	83
16(1), (4)	414	72	79, 83
29	414	75	83, 373
Prices and Incomes Act 1967	413	76(1), (5)	81
Prices and Incomes Act 1968	413	77	68
Public Order Act 1936		(4)	30
s 5	457, 464	82(1)	70
Public Passenger Vehicles Act 1981		85	112
s 28	37	Ship Building Act 1985	
Race Relations Act 1976	8, 68, 69, 83	s 1	324
s 1(1), (2)	83, 84	Shipbuilding (Redundancy Payments) Act 1978	324
2	77, 83	Shop Clubs Act 1902	396
3(1)	83, 84	Shops Act 1950	581
4, 5, 29	84	s 24–36	580
55	30	Slaughterhouses Act 1958	555
58, 59, 62, 63, 66	84	Social Security Act 1973	
72	68	s 70(2)	393
(4)	30	Social Security Act 1975	216, 397, 506
Radioactive Substances Act 1960	539	s 2(1)	398
Redundancy Payments Act 1965:	5, 6, 20, 324	4(1)	398
s 3(1)	253	13(4)	398
4(2)	191	(5)	398
Rehabilitation of Offenders Act 1974	284	14(1)	398, 517
s 4	155	(2)	507
Resale Prices Act 1964		(3)	400, 401
s 4(2)	525	(8)	401
Restrictive Trade Practices Act 1956	159	17(1)	399, 400, 403, 517
Road Haulage Wages Act 1938:	27, 37, 384	19	405
Sex Discrimination Act 1975:	8, 21, 68, 69, 70, 83, 111, 290, 362, 371	(1)	404
s 1	73	20	407
(1)	72, 73, 74, 75, 82, 83	(1)	407, 408
2, 3	70	(3A)	408
4	77	(4)	409
6	73, 301	41, 44	401
(1)	78, 79	50(3)	513
(2)	73, 74, 78, 80	50A	517
(3)	19, 70	52	513, 514
(4)	71, 375	53(1)	514
(7)	71	54	515
7	78, 79	55	515
8	78	(1)	515
9, 12, 17–19	70	57(1), (4)–(6)	518
21	581	58(1)	518
38	79	60(1)	518
41	80	61	518
47	78	62(1)	519
51, 52	71	63(1)	519
55	72	67–75	530
63	81	76(2)	516
64	30	107	518
65(1)	73, 81, 82	117(3)	518
(2)	81, 82	124, 125	401
(3)	81	Sch 1 para 3	395
66(3)	73, 82	Sch 3 para 1	398, 507
(4)	81, 82	Social Security Act 1981	
		s 2	95
		Social Security Act 1985	56, 359
		s 10	408, 411
		18	357
		(4)	358

xxii *Table of Statutes*

	PAGE		PAGE
Social Security Act 1985 — <i>contd</i>		Trade Union Act 1913 — <i>contd</i>	
s 19	357	s 3(3A), (3C)	444
Sch 2	44	4	445
Social Security and Housing Benefits		5, 5A, 6	446
Act 1982	7, 356, 357	Trade Union Act 1984	7, 22, 29, 51, 428, 437, 438, 439, 467, 478, 480, 484, 499, 501
s 1	357	s 1	440
2	358	(4)	440
(3A)	358	2(2), (13)	441
3	358	4	441
(2)	358	5(1), (2)	441
4, 7	358	(4)	449
39	357, 505, 506	(5)–(9)	441
(2)	518	(11), (12)	442
(4)	517	6(3)	441
Sch 1 para 2, 7	358	(4)	442
Social Security (No 2) Act 1980		7	440
s 3(1)	401	(1)	492
4	401, 505	(4)	440
6	407	8	440
18	401	9(3)	440
Social Security (Consequential Pro-		10	491, 494
visions) Act 1975		11	468
s 1(3)	519	(1), (3)	492
Sch 2	519	(4)	470, 492
Social Security (Miscellaneous Pro-		12	468
visions) Act 1977		(3)	443
s 17(1)	401	13(3)	470
Social Security Pensions Act 1975	118	14	445
s 53	71	(2)	445
56A	56	15	445, 480
Societies (Miscellaneous Provisions)		(1), (4), (7)	445
Act 1940	318, 448	16	445
Statute Law (Repeals) Act 1973	390	(1)	446
Statute of Labourers (1351)	109	17	470
Supplementary Benefits Act 1976	401	(8)	470
s 8(1)	407	18	446
Telecommunications Act 1984		(3), (4)	446
s 18(6)	479	Trade Union Act Amendment Act	
Telegraph Act 1983		1876	
s 45	455	s 12	448
Terms and Conditions of Employment		Trade Union (Amalgamation) Act	
Act 1959		1917	448
s 8	383	Trade Union (Amalgamations, etc.)	
Theft Act 1968		Act 1964	6, 448
s 1	353	s 4	448
5(4)	353, 354	(7), (8)	448
Trade Boards Act 1909	383	5	449
Trade Disputes Act 1906:	6, 404, 466, 467, 475, 476, 478, 484, 494, 496, 497	Trade Union and Labour Relations	
s 1	471	Act 1974	5, 6, 7, 21, 39, 135, 466, 468
2	458	s 2	419
4	419	(1)	419, 432
Trade Disputes Act 1965:	416, 466, 469, 475	(3)	418
Trade Union Act 1871	418, 453, 465	(5)	419, 420, 435, 453
s 2, 3	419	3	419
Trade Union Act 1913	6, 442	(1)	418
s 3	439, 497	(5)	419
(1)	442	5	421, 428, 435
(2)	446	6	426, 434
(3)	444		

	PAGE		PAGE
Trade Union and Labour Relations		Truck Act 1831 -- <i>contd</i>	
Act 1974 -- <i>contd</i>		s 23	114, 391
s 7	426	24	392
8	40, 418	Truck Act 1896	391
(10)	418	s 1	114, 393, 394
10-12.	447	(3)	393
13	51, 425, 463, 467, 478, 479, 480, 491, 493, 495, 500	2	114, 392, 394
(1)	474, 475, 478, 479, 488, 491	3	114, 392
(2)	454, 476, 477, 478	5, 6	391, 394
(3)	470, 477, 478	9	392
(4)	419, 471	10	394
14	419, 467, 495	Truck Amendment Act 1887	391
15	456, 457, 458, 459, 462, 463, 464, 491, 493, 501	s 2	390
(2)-(4)	458	4	392
16	200	5	391
17	462, 467	6	390
(1)	498	9	391, 392
(2)	499, 500	Unfair Contract Terms Act 1977	
(3)	488	s 2	530
18	23, 139	(3)	532
(4)	142, 475	Wages Councils Act 1945	383
28	163, 416, 442	s 10	388
29	29, 163, 481, 484	Wages Councils Act 1979	5, 35, 385
(1)	43, 48, 53, 404, 482, 483, 484, 490	s 1(1), (2)	385
(3)	484	2(1)	385
(4)	483	3	385
(5)	481	4(2), (3)	386
(6)	483	5(1), (2)	386
30	41, 163, 294	6	386
(1)	102, 103, 418, 421, 481	(2)	386
Sch 1	263	7	386
para 5	191	(4)	386
6	269	10	387
7	301	11	36, 387
8	299	14	373, 387
Sch 2 Pt I, Pt II	447	(5)	388
Trade Union and Labour Relations		15	388
(Amendment) Act 1976: 5, 21, 49, 421, 426, 466, 478		(3)	389
s 3	474	16	388
Truck Act 1831		17, 18	389
s 1-4	390	20(1), (2)	389
9	391	26	34
		28	388
		Sch 2, 4	387
		Young Persons (Employment) Act	
		1938	580

Chronological Table of Statutory Instruments

SR & O		PAGE
1934/279	Dock Regulations 1934	558
1938/611	Sanitary Accommodation (Factories) Regulations 1938	560
641	Operations at Unfenced Machinery Regulations 1938	562
1501	Young Persons (Employment) Order 1938	580
1940/1217	War and Defence Regulations 1940	383
1305	Conditions of Employment and National Arbitration Order 1940 ..	383
SI		
1954/921	Dangerous Machines (Training of Young Persons) Order 1954	567
1960/1794	Factories (Cleanliness of Walls and Ceilings) Order 1960	559
1932	Shipbuilding and Ship-repairing Regulations 1960	558
1961/1345	Breathing Apparatus (Report on Examination) Order 1961	571
1580	Construction (General Provisions) Regulations 1961	558
1581	Construction (Lifting Operations) Regulations 1961	558
1962/715	Hoists Exemption Order 1962	568
1963/1382	Lifting Machines (Particulars of Examinations) Order 1963	568
1965/242	Women and Young Persons (Register and Particulars of Overtime) Order 1965	578
1776	Rules of the Supreme Court 1965	
	Order 29	
	r 1	498
	Order 53	204, 207, 208, 209, 210
	r 9(5)	207, 209, 210
	Order 113	454
1932	Redundancy Payments Pensions Regulations 1965	339
1966/94	Construction (Working Places) Regulations 1966	558
95	Construction (Health and Welfare) Regulations 1966	558
1970/535	Abrasive Wheels Regulations 1970	526, 563
1971/1117	Employers' Liability (Compulsory Insurance) General Regulations 1971	536
	reg 3, 4	536
1933	Employers' Liability (Compulsory Insurance) Exemption Regu- lations 1971	536
1972/918	Merchant Shipping (Crew Agreements, Lists of Crew and Discharge of Seamen) Regulations 1972	115
919	Merchant Shipping (Crew Agreements, Lists of Crew and Discharge of Seamen) (Fishing Vessels) Regulations 1972	115
1294	Merchant Shipping (Disciplinary Offences) Regulations 1972	115
1973/658	Counter-Inflation (Price and Pay Code) Order 1973	415
1785	Counter-Inflation (Price and Pay Code) (No. 2) Order 1973	415
1974/903	Woodworking Machines Regulations 1974	564