STATUTORY INSTRUMENTS

2018 No. 529

TERMS AND CONDITIONS OF EMPLOYMENT

The Employment Rights Act 1996 (Itemised Pay Statement) (Amendment) (No. 2) Order 2018

Made - - - -	*25th April 2018*
Coming into force - -	*6th April 2019*

The Secretary of State, in exercise of the powers conferred by section 23 of the Employment Relations Act 1999(**1**), makes the following Order.

In accordance with section 42(2) of that Act, a draft of this Order has been laid before, and approved by a resolution of, each House of Parliament.

Citation and commencement

1. This Order may be cited as the Employment Rights Act 1996 (Itemised Pay Statement) (Amendment) (No. 2) Order 2018 and comes into force on 6th April 2019.

Amendment to the Employment Rights Act 1996

2.—(1) The Employment Rights Act 1996(**2**) is amended as follows.

(2) In section 8(1)(**3**), for "An employee" substitute "A worker".

(3) In section 9—

(a) for "the employee", in each place it occurs, substitute "the worker";

(b) in subsection (4), for "an employee" substitute "a worker".

(4) In section 11(**4**)—

(a) for subsection (1) substitute—

"(1) Where an employer does not give—

(a) an employee a statement as required by section 1 or 4, or

(**1**) 1999 c. 26. Section 23 was amended by sections 41 and 53 of, and paragraph 54 of Schedule 7 to, the Employment Act 2002 (c. 22) and sections 39 and 57 of, and Schedule 2 to, the Employment Relations Act 2004 (c. 24).

(**2**) 1996 c. 18.

(**3**) Section 8 was amended by S.I. 2018/147.

(**4**) Section 11 was amended by section 1(2) of the Employment Rights (Dispute Resolution) Act 1998 (c. 8); section 8 of, and paragraphs 15 and 16 of Schedule 2 to, the Enterprise and Regulatory Reform Act 2013 (c. 24); section 24 of, and paragraphs 66 and 68 of Schedule 13 to, the Pensions Act 2014 (c. 19); and S.I. 2011/1133 and S.I. 2014/431.