

Contents

Preface v
Table of statutes xv
List of cases xxxv
Table of abbreviations lxxv

Chapter 1 Introduction 1

Labour law: the scope and nature of the subject 1
 Labour law as a discipline 1
 The structure of this book 3
 Labour law, collective bargaining and labour standards 4
Historical development 5
 Collective organisation and the common law 5
 The corporative system and its decline 5
 The decriminalisation of labour law 7
 The economic torts and trade dispute immunities 8
 Judicial activism in labour law 11
 Collective bargaining and social legislation 11
 The employment relationship 19
 State corporatism, incomes policies and collective bargaining 24
 Labour market flexibility and deregulation 27
 Derecognition and the structure of collective bargaining 33
 Pragmatic reconstruction? Labour law under 'New Labour' 38
Assessment: the prospects for labour law 43

Chapter 2 Sources and institutions of labour law 49

Introduction 49
Formal sources of labour law 50
 The common law 50
 Legislation 52
 Codes of practice 54
 Public law and labour law 55
 Administrative practices 57
Voluntary sources 58
 Collective agreements 59
 Workforce agreements 63
 Works rules, notices and other documents issued by management to employees 63
 Self-regulatory codes of conduct 64
 Relationship between the formal and informal sources 65
The role of courts and employment tribunals 65
 Employment tribunals 67
 Employment Appeal Tribunal (EAT) 74
 Reforming the tribunal system 76
 Grievance procedures and the consequences of failure to follow them 78
Governmental institutions relevant to labour law 81

viii *Contents*

The Advisory, Conciliation and Arbitration Service (ACAS)	82
The Central Arbitration Committee	86
The Certification Officer	87
The Equality and Human Rights Commission (EHRC)	88
European Union law	88
International labour standards	94
Labour standards and private international law	98
The applicable law of the contract of employment	98
The territorial scope of employment protection legislation	99
The impact of the Rome I Regulation and the Posted Workers Directive	102
Exclusive jurisdiction clauses	107
Conflict of law issues in collective labour law	108

Chapter 3 The employment relationship 109

Introduction	109
Contract or status?	110
The hiring process	116
Access to the labour market	116
Access to employment: non-discrimination	118
Active employment policy	119
Identifying dependent labour	121
Classifying labour as ‘dependent’ or ‘independent’	121
Employees and employed earners	123
Fact or law?	125
Parties’ own choice: waiving employee status	127
The role of standard form agreements in excluding employee status: ‘obligations’ and ‘substitution’ clauses	128
Statutory control of waivers of employment rights	130
The use of personal service companies and other intermediaries	130
The effects of illegality on the contract of employment	131
Control	133
Integration	135
Economic reality	136
Mutuality of obligation	137
A ‘multi-factor test’?	142
Quasi-dependent labour	144
Apprentices and trainees	144
‘Workers’, the self-employed, and those supplying personal services	146
Homeworkers	152
Agency employment and other employment through intermediaries	153
Ministers of religion	157
Voluntary workers	158
The power to confer employment rights on other categories of individuals	158
Public sector employment	160
Civil servants	161
Members of the armed forces	162
Parliamentary staff	163
Police officers	163
Prison officers	165
Employment in public corporations, local government, education and the NHS	165
Office holders	166

Continuity of employment, qualifying thresholds, and equality of treatment for fixed-term, part-time and agency workers	167
Qualifying periods of continuous employment	168
Temporary and fixed-term employment, qualifying service and equality of treatment	169
Part-time work and weekly hours thresholds	176
Establishing continuity: the significance of the contract	184
Establishing continuity outside the contract	186
Identifying the employer	188
Employer, undertaking and establishment	189
Employer and company	189
Company directors, partners, shareholders and employees	191
Associated employers	194
Transfers of employment	196
Scope of the Regulations: ‘undertaking’ and ‘relevant transfer’	197
Novation of the contract of employment	205
The transfer of contractual and statutory rights	207
Assessment	214

Chapter 4 Terms of employment and working conditions 217

Introduction	217
Sources of contractual terms and conditions	218
Express terms and managerial prerogative	218
Terms implied at common law	219
Regulation by statute and collective bargaining	224
Written notification of terms	228
The scope of the statutory written statement	228
Limited normative effect of sections 1-4	231
Distinguishing contract and statement	235
Construction, incorporation and variation of terms	236
Incorporation of terms from collective agreements	237
Custom and practice	244
Works rules and company handbooks	245
Variation of contract terms	247
Payment of wages and salaries	255
Statutory minimum rates of pay	256
The common law of the wage-work bargain	267
Deduction and retention at common law	268
Recovery of overpayments	272
Statutory wage protection	273
Share options and related forms of financial participation	277
Working time	280
The traditional model: factories legislation and sectoral collective bargaining	280
The new model: regulating the duration and organisation of working time	282
Health and safety and the working environment	294
Common law duties of the employer	294
Statutory duties	298
Protection of the working environment	300
Duties of obedience, co-operation and care	302
The duty of obedience	302
The implied term of mutual trust and confidence	304
Mutual obligations of care	309

x *Contents*

Employee mobility	311
Duties of fidelity, confidentiality and privacy	312
The employee's duty of fidelity	313
Post-contractual restraints on competition and protection of confidential information	318
The scope of restraints on competition	320
Disclosure of confidential information in the public interest and protection of 'whistleblowers'	322
Protection of employee dignity and privacy	325
Income security: sick pay and lay-off	330
The right to sick pay at common law	330
Statutory sick pay	331
Suspension and lay-off at common law	333
Statutory guaranteed pay	335
Payment on suspension from work on medical grounds	337
Occupational pension schemes	338
Types of pension scheme	338
The 'balance of power' in occupational schemes	341
Pension benefits as deferred pay	345
Pension scheme protection	346
Assessment	347

Chapter 5 Discipline and termination of employment 351

Introduction	351
Dismissal legislation: forms, aims and impact	352
Forms of dismissal legislation	352
Aims and influences	353
The effects of the legislation	357
Wrongful dismissal	360
Notice and duration	361
Summary dismissal	365
Damages for wrongful dismissal	366
Contractual job security	375
Specific remedies in public law	389
Specific remedies and contractual rights	396
The statutory concept of dismissal	403
Initial qualifying conditions	404
Derogation for collective dismissal procedures	404
Dismissal by the employer	405
Constructive dismissal	409
'Self-dismissal' and resignation	414
Expiry of limited-term contract	416
Frustration	418
Effective date of termination	420
Fairness of dismissal	423
Relevant reasons	424
Employer's immunity	428
Automatically unfair reasons	429
Potentially fair reasons	440
Reasonableness: issues of fact and law	443
Reasonableness test: the band of reasonable responses	444
Procedural fairness	446
Substantive fairness	460
Retirement	462

Remedies for unfair dismissal	468
Re-employment	468
Compensation	472
Interim relief	480
Economic dismissals	481
The scope of redundancy	481
Redundancy compensation	487
Unfair dismissal in cases of redundancy and reorganisation	492
Employer insolvency	496
Dismissal and transfers of employment	499
Assessment	509

Chapter 6 Equality of treatment 515

Introduction	515
The origins, rationales and impact of equal treatment legislation	516
Historical development and influences	516
Conceptions of the principle of equality	523
The impact of anti-discrimination legislation	526
Reforming discrimination law: proposals for a single Equality Act	527
The concept of discrimination	528
Direct discrimination	530
Indirect discrimination	542
Affirmative action	557
Discrimination in employment	560
Prohibited grounds	560
The scope of protection	575
Genuine occupational qualifications and requirements	588
Other exceptions	593
Victimisation	599
Remedies	600
Duty to promote equality	604
Administrative enforcement	605
Equal pay	605
The relationship between the Equal Pay Act and the principle of equal treatment	606
The interaction of domestic legislation and European Union law	607
The role of the concept of discrimination in equal pay claims	609
The scope of comparison	612
Like work	616
Work rated as equivalent	617
Work of equal value	618
Genuine material factor	623
Implementation of the equality clause	631
Limitation periods and claims for arrears	632
Amendments of collective agreements	634
Occupational pensions	635
Protection of pregnancy, maternity and family time	637
Pregnancy and the principle of equal treatment	638
Dismissal on the grounds of pregnancy and maternity	641
Maternity leave	642
Suspension from work on grounds of maternity	645
Right to paid time off for ante-natal care	645
Statutory maternity pay	645
Parental leave	647

xii *Contents*

Rights arising in connection with paternity and adoption	649
The right to time off to provide urgent assistance to dependants	652
The right to request flexible working in relation to family responsibilities	653
Disability discrimination	654
North American and European antecedents	654
The concept of discrimination under the Disability Discrimination Act	656
The concept of disability	662
Scope	665
Enforcement	666
Assessment	666
Chapter 7 Collective organisation: trade unions and employers' associations	671
Introduction	671
The rationale and role of collective organisation	671
International standards relating to collective organisation	675
Overview	675
Freedom of Association in EC Law and EC Competition Law	683
Legal policy relating to collective organisation	685
Basic definitions and concepts	694
The definition of a 'trade union' and an 'employers' association' and the concept of 'listing'	695
The concept and implications of trade union 'independence'	698
The concept and implications of union 'recognition'	702
The legal status and attributes of trade unions and of 'employers' associations'	703
The role of trade unions in contemporary industrial relations	705
Chapter 8 Freedom of association and the right to organise	709
Introduction	709
Protection of trade union membership and activities in relation to employers	709
Protection for employees against dismissal: procedure and remedies	713
The scope of protection	715
Protection against subjection to a detriment short of dismissal on grounds of trade union membership and activities	721
Protection against inducements relating to union membership, activities or services and collective bargaining	725
Refusal of access to employment	729
The limits of protection	733
Protection of the right not to join in relation to employers	735
The scope of protection, entitlement and remedies	739
Contract compliance and union membership	741
Facilities for trade union representatives and trade union activities	741
Time off rights of trade union officials	743
Time off for union learning representatives	747
Time off for trade union activities	748
Assessment	750
Union membership and deductions from workers' pay	751
Chapter 9 Collective representation and the law	753
Introduction	753
Collective bargaining and the law	755

Recognition and derecognition outside the statutory procedure	756
The statutory procedure for recognition and derecognition	760
The conduct of collective bargaining: disclosure of information	780
The legal effect of collective agreements	784
The effect of a transfer of the undertaking	786
Contract compliance and collective bargaining	789
Statutory rights of information and consultation	791
Overview	791
The duty to consult on redundancies	796
Assessment of the redundancy consultation legislation	814
Transfer of an undertaking	817
Health and safety	822
Pensions	825
Training	826
The Information and Consultation of Employees Regulations 2004	826
Employee involvement at transnational level	839
European Works Councils	839
Employee Involvement in the European Company (Societas Europaea), European Co-operative Society (Societas Co-operativa Europaea) and Companies formed by Cross-Border Mergers.	845
Collective representation: prospects for the future	846
Chapter 10 Trade unions and their members	851
Introduction	851
The contract of membership	853
General principles	853
Remedies	858
Statutory rights: an overview	860
Rights relating to union membership and discipline	862
Common law	862
Statutory rights to membership	864
Statutory rights in relation to union discipline	871
Trade union elections	873
Common law	873
The statutory requirements: the duty to conduct elections	874
The selection of candidates and election addresses	876
The balloting constituency and the conduct of the election	877
Remedies for breach of the statutory requirements	879
Trade union expenditure for political purposes	879
The statutory framework	879
The definition of 'political objects'	882
Assessment	884
Chapter 11 Industrial action	889
Introduction	889
Industrial action: role, rationale and international standards	890
Legal policy relating to industrial action: an overview	894
Liability in tort	899
Torts based upon interference with the claimant's pre-existing rights	900
Causing loss by unlawful means	905
Conspiracy	911
The statutory right of action	913

xiv *Contents*

The liability of trade unions in tort	914
The scope of statutory immunity	918
Torts which are granted statutory immunity	918
The concept of a 'trade dispute'	919
'In contemplation or furtherance of a trade dispute'	924
Situations where the statutory protection does not apply	926
Industrial action ballots and notice to employers	928
Determining the balloting constituency	930
The content of the voting paper	933
The conduct of the ballot	935
Information and notice to employers	936
Call by a specified person	939
The expiry date on the ballot mandate	940
The Code of Practice on Industrial Action Ballots and Notice to Employers	942
Civil law remedies	942
Damages	942
Interim injunctions: introduction	943
Interim injunctions: the courts' approach	944
Interim injunctions: procedure	947
The legal consequences of breaching an injunction	949
Industrial action and EU law	950
Picketing	954
Civil liability	956
The scope of statutory immunity	959
Picketing and the criminal law	962
'Essential services' and emergency powers	966
Industrial action and contractual rights	970
Strikes and the contract of employment	970
Industrial action short of a strike and the contract of employment	973
The effect of 'no-strike agreements' on the contract of employment	975
Employer responses to industrial action in breach of contract	976
Lock-outs and the contract of employment	980
Industrial action and statutory rights	982
Unfair dismissal during 'non-unofficial' industrial action and lock-outs	984
Unfair dismissal and 'unofficial' industrial action	996
Industrial action and redundancy	997
Industrial action and social security benefits	998
Unemployment-related benefits and the trade dispute disqualification	999
Loss of income support	1001
Industrial action and the rights of union members	1001
Rights at common law	1001
Statutory rights	1003
Assessment	1005

Bibliography 1009

Index 1065