## The differences in employment law around the United Kingdom and Channel Islands

Employment law for Great Britain (England, Scotland, and Wales) is not devolved from Westminster, but employment law is devolved to the Northern Ireland Assembly (and has been since 1988). The Channel Islands and the Isle of Man have their own legislative processes.

**It is always advisable that a rep checks with their Negotiations Officer when they have a query about an employment law matter before advising a member.**

This is summary is designed to help a tutor point out it might be different where the rep is working. The differences of employment law compared to that used in England and Wales.

**Scotland**

While Scotland has devolved powers for some parliamentary affairs (e.g. health, education, the courts system etc) it doesn't have powers over employment legislation which is still controlled by Parliament in Westminster.

However, some differences do exist in the employment field. These include:

* Scotland has some different bank holidays to England and Wales
* Scotland has slightly different Employment Tribunals procedures than England and Wales
* The Scottish Trades Union Congress (STUC) is a separate organisation to the TUC in England and Wales
* Because there's a difference in the school leaving age in Scotland this affects the National Minimum Wage in terms of when an individual should start to receive it. The National Minimum Wage becomes payable when an individual is no longer of compulsory school age

**Northern Ireland**

Mostly the law is similar to England, Wales and Scotland (GB) but some rules will be found in a different piece of legislation (to the rest of the UK), sometimes only a portion of the rules will apply in Northern Ireland and often the rules apply from a different date.

A couple of things for tutors to highlight are that when we mention ACAS that the Northern Ireland equivalent is the is the Labour Relations Agency [Labour Relations Agency - Official | Improving employment relations in Northern Ireland (lra.org.uk)](https://www.lra.org.uk/) and that the right to bring unfair dismissal claims come after one year’s service, not two like the mainland UK.

A fact card has been produced that is the best thing to reference and advise reps to access <https://members.prospect.org.uk/resources/guides-factcards/index>.

**Isle of Man**

In the Isle of Man the Department for Enterprise has responsibility for employment law policy and for bringing forward new employment legislation.

Disputes are heard at a Employment and Equality Tribunal.

The Manx Industrial Relations Service (MIRS) is a service similar to ACAS

Once again always advise the rep to check first with their Negotiation Officer

**Channel Islands**

Jersey & Guernsey have their own separate legislation based on UK law. There are significant differences to do with equality issues and unfair dismissal and the reps should check with their Negotiating officer before advising as changes are expected in the near future.