#### **ADVISORY NOTE**

# REDUNDANCY PAYMENTS (CONTINUITY OF EMPLOYMENT IN LOCAL GOVERNMENT, etc) (MODIFICATION) ORDER 1999

For the purposes of calculating an employee's entitlements to benefits such as annual leave, periods of notice, occupational sickness/maternity allowance or redundancy payments, continuous service with other Local Authority employers should be considered (see Section 1, Date of Continuous Service). For these purposes, a Local Authority is one of the employers listed in the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Order 1999.

The above detailed order came into force on 1 September 1999 and revokes the Redundancy Payments (Local Government) (Modification) Order 1983, and the subsequent orders that amended it, and consolidates their provisions, with further amendments, into a single order.

The Order modifies certain provisions of the Employment Rights Act 1996 concerning redundancy payments, in their application to local government and associated employers. The modifications have the effect that employment with local government employers and certain related bodies may be treated as if it were continuous and aggregated for the purposes of calculating redundancy payments.

In addition to consolidating the provisions of the revoked orders with drafting amendments, the Order incorporates additions to and removals from the lists of employers concerned, arising from changes in the way local government services in related sectors are provided and in the identities of the employers involved.

Where an employee returns to local government service following <u>a break for maternity reasons</u>, they will be entitled to have previous service taken into account in respect of <u>sickness and maternity schemes</u> provided that the break in service does <u>not exceed 8 years</u> and that <u>no paid employment has intervened</u>. For the purpose of the calculation of entitlement to <u>annual leave</u>, the <u>8 years' time limit does not apply</u> provided that <u>no paid employment has intervened</u>.

To assist you in this task, attached is a comprehensive list of employers covered by the various modification orders.

For further information or guidance, please contact your HR Operations Team.

SCHEDULE 1 Article 2

# **EMPLOYMENT TO WHICH THIS ORDER APPLIES:**

# **Section 1—Local Government**

1. In relation to England, a county council, a district council, a London borough council, the Common Council of the City of London, the Council of the Isles of Scilly; in relation to Wales, a county council or a county borough council, established under Section 20 of the 1972 Act (a).

- 2. A council constituted under Section 2 of the 1994 Act.
- 3. In relation to England, a parish council, a common parish council, a parish meeting; in relation to Wales, a community council, a common community council.
- 4. Any authority established by an order under Section 10 of the 1985 Act.
- 5. A joint board or joint body constituted by or under any enactment for the purposes of exercising the functions of two or more bodies described in any of paragraphs 1 to 4 above.
- 6. Any other authority or body, not specified in any of paragraphs 1 to 4 above, established by or under any enactment for the purpose of exercising the functions of, or advising, one or more of the bodies specified in paragraphs 1 to 4 above.
- 7. Any committee (including a joint committee) established by or under any enactment for the purpose of exercising the functions of, or advising, one or more of the bodies specified in any of paragraphs 1 to 6 above.
- 8. Any two or more bodies described in any of paragraphs 1 to 7 above acting jointly or as a combined authority.
- Any association which is representative of any two or more authorities described in any of paragraphs 1 to 4 above.
- Any committee established by one or more of the associations described in paragraph 9 above for the purpose of exercising the functions of, or advising, one or more of such associations.
- 11. An association which is representative of one or more of the associations described in paragraph 9 above and of another body or other bodies, and included in whose objects is the assembling and dissemination of information and advising with regard to conditions of service in local government service and generally.
- 12. An organisation which is representative of an association or associations described in paragraph 9 above and employees' organisations and among whose objects is the negotiation of pay and conditions of service in local government service.

- 13. A National Park authority established under Section 63 of the Environment Act 1995**(b)**.
- A National Park authority established under sections 6 to 8 of the National Parks (Scotland) Act 2000
- 15. A residuary body established by Section 57(1)(b) of the 1985 Act.
- 16. The Residuary Body for Wales (Corff Gweddilliol Cymru).
- 17. Audit Scotland
- Association of North East Councils Limited
- 19. The Commission for Local Administration in England.
- The Commission for Local Administration in Wales.
- 21. The Commission for Local Administration in Scotland.
- 22. The Greater London Authority
- 23. The Local Government Management Board.
- 24. Employers Organisation for Local Government.
- 25. Improvement and Development Agency for Local Government.
- 26. Improvement Service Company
- 27. Transport for London
- 28. A functional body as defined in section 424 of the Greater London Authority Act 1999 but excluding Transport for London
- The London Transport Users' Committee established under section 247 of the 1999 Act.
- 30. The Cultural Strategy Group for London established under section 375 of that Act.
  - (a) Section 20 of the 1972 Act was substituted by section 1(1) of the Local Government (Wales) Act 1994 (c.19).
  - **(b)** 1995 c.25.

## **Section 2—Planning and Development**

- 1. One North East.
- 2. Yorkshire Forward.
- 3. North West Development Agency (NWDA).
- 4. Advantage West Midlands.
- 5. Dewsbury Partnership Limited
- 6. East Midlands Development Agency (EMDA).
- East of England Development Agency (EEDA).
- 8. South East of England Development Agency (SEEDA) 7A. SEERA Limited
- 9. South West of England Development Agency (SWERDA).
- 10. A development corporation within the meaning of the New Towns Act 1981(a).
- 11. An Urban Development Corporation established under Section 135 of the Local Government Planning and Land Act 1980(b).
- 12. A housing action trust established under Part III of the Housing Act 1988(c).
- 13. The broads Authority, established under the Norfolk and Suffolk Broads Act 1988(d).
- 14. The Commission for the New Towns.
- 15. The Countryside Commission for Scotland.
- 16. The development Board for Rural Wales.
- 17. The Edinburgh New Town Conservation Committee.
- 18. The Housing Corporation.
- 19. Huddersfield Pride Limited.
- 20. Scottish Enterprise, established under the Enterprise and New Towns (Scotland) Act 1990.
- 21. Scottish Homes, established under the Housing (Scotland) Act 1988.
- 22. Springfield Horseshoe Housing Management Co-operative Limited.
- 23. Housing for Wales (Tai Cymru).

- 24. The Welsh Development Agency.
- 25. Acivico (Building Consultancy) Limited (Birmingham).
- 26. Acivico (Design, Construction and Facilities Management) Limited (Birmingham).
- 27. Aire-Wharfe Community Housing Trust Limited
- 28. Batley Action Limited.
- Bethnal Green City Challenge Company Limited.
- 30. The Blackburn City Challenge Partnership Board.
- 31. Black Country Consortium Limited (Brierley Hill, West Midlands).
- 32. Bolton City Challenge Partnership Limited.
- 33. Bradford City Challenge Limited.
- 34. Bradford Building Services Limited
- 35. Bradford Community Housing Trust Limited
- 36. Bradford West City Community Housing Trust Limited
- 37. Brixton Challenge Company Limited.
- 38. City Building (Glasgow) LLP
- 39. Coast & County Housing Limited
- 40. Community North (Sunderland) Limited.
- 41. Dalston City Partnership Limited.
- 42. Deptford City Challenge Limited.
- 43. Derby Pride Limited.
- 44. Douglas Valley Partnership Limited.
- 45. Dumfries and Galloway Housing Partnership Limited
- 46. East Bradford Community Housing Trust Limited
- 47. Harlesden City Challenge Limited.
- 48. Hulme Regeneration Limited.

- 49. Knowsley Housing Trust
- 50. Leicester City Challenge Limited.
- 51. Manchester Investment and Development Agency Services Limited (MIDAS)
- 52. Newcastle West End Partnership Limited.
- 53. Newtown South Aston City Challenge Limited.
- 54. North Bradford Community Housing Trust Limited
- 55. North Kensington City Challenge Company Limited.
- 56. North Lanarkshire Properties LLP.
- 57. North Tyneside City Challenge Partnership Limited.
- 58. Northern Housing Consortium Limited
- 59. Olympic Park Legacy Company Limited (c)
- 60. Pennine Housing 2000 Limited
- 61. Shipley Community Housing Trust Limited
- 62. South Bradford Community Housing Trust Limited
- 63. Stratford Development Partnership Limited.
- 64. Sunderland Housing Group
- 65. Twin Valley Homes Limited
- 66. Urban Futures London Limited
- 67. Wolverhampton City Challenge Limited.
- 68. The Urban Regeneration Agency established under Part III of the Leasehold Reform, Housing and Urban Development Act 1993(a).

#### Section 3—Education

- The governing body of a further education establishment for the time being mainly dependent for its maintenance on assistance from local education authorities, or grants under Section 485 of the Education Act or on such assistance and grants taken together.
- 2. The governing body of an aided school within the meaning of the Education Act.

- 3. The governing body of a foundation school, voluntary aided school or foundation special school within the meaning of the 1998 Act.
- 4. The managers of a grant-aided school as defined in Section 135(1) of the 1980 Act.
- 5. The governing body of a central institution as defined in Section 135(1) of the 1980 Act other than a college of agriculture.
- 6. The governing body of a College of Education as defined in Section 135(1) of the 1980 Act.
- 7. The managers, other than a local authority, of a school which before any direction made by the Secretary of State under paragraph 2(1) of Schedule 7 to the Social Work (Scotland) Act 1968(b) was a school which immediately before the commencement of Part III of that Act was approved under Section 83 of the Children and Young Persons (Scotland) Act 1937(c) if the employee was employed by those managers at the date the direction became effective.
- 8. A person carrying on a city technology college or a city college for the technology of the arts or an academy established under an agreement with the Secretary of State under Section 482 of the Education Act.
- 9. A company formed to manage a college of further education by virtue of Section 65(1) of the Self-Governing Schools etc (Scotland) Act 1989(d).
- 10. The board of management of a self-governing school as defined in Section 80(1) of the Self-Governing Schools etc (Scotland) Act 1989.
- 11. A further education corporation established under Section 15 or 16 of the 1992 Act or in respect of which an order has been made under Section 47 of that Act.
- 12. The governing body of an institution which is a designated institution for the purposes of Part I of the 1992 Act or, in the case of such and institution conducted by a company, that company.
- 13. The board of management of a college of further education, established under Part I of the Further and Higher Education (Scotland) Act 1992(a).
- 14. The governing body of a designated institution within the meaning of Section 44(2) of the Further and Higher Education (Scotland) Act 1992.
- 15. A higher education corporation established under Section 121 or 122 of the 1998 Act or in respect of which an order has been made under Section 122A of that Act.
- 16. The governing body of an institution designated under Section 129 of the 1988 Act or, in the case of such an institution conducted by a company, that company.
- 17. An Education Action Forum established under Sections 10 and 11 of the 1988 Act.

- 18. The governing body of a grant-maintained school.
- 19. The governing body of a grant-maintained special school.
- 20. The Central Council for Education and Training in Social Work.
- 21. The Centre for Information on Language Teaching and Research.
- 22. Cwmni Cynnal.
- 23. The Centre for Literacy in Primary Education
- 24. Connexions Lancashire Limited
- 25. The General Teaching Council for Scotland, established under the Teaching Council (Scotland) Act 1965.
- Harlington Area School Trust (Central Bedfordshire).
- 27. The National Institute of Adult Continuing Education (England and Wales).
- 28. Newbattle Abbey College.
- 29. The Scottish Community Education Council.
- 30. Scottish Consultative Council on the Curriculum.
- 31. The Scottish Council for Educational Technology.
- 32. The Scottish Council for Research in Education.
- 33. The Scottish Examination Board.
- 34. The Scottish Vocational Education Council.
- 35. Sandwell Inspired Partnership Services Limited.
- 36. Shetland Arts Trust.
- 37. South East Wales Education Achievement Service.
- 38. VT Four S Limited

### Section 4—Careers Guidance

- Argyll & Bute Careers Partnership Limited.
- 2. Calderdale and Kirklees Careers Service Partnership Limited.

- 3. Cambridgeshire Careers Guidance Limited.
- 4. Capital Careers Limited.
- Career Connections Limited.
- 6. Career Decisions Limited.
- 7. Career Development Edinburgh and Lothians.
- 8. Career Path (Northamptonshire) Limited.
- Careerpaths (Cardiff and Vale) Limited.
- 10. Careers and Education Business Partnership.
- 11. Careers Central Limited
- 12. Careers Enterprise (Futures) Limited
- 13. Careers Partnership Limited.
- 14. Careers Service Lancashire Area West Limited.
- 15. Central Careers Limited.
- 16. Cornwall and Devon Careers Limited.
- 17. Coventry, Solihull and Warwickshire Partnership Limited
- 18. Derbyshire Careers Service Limited.
- 19. East Lancashire Careers Services Limited.
- 20. Education Business Partnership (Wigan) Limited.
- 21. Essex Careers and Business Partnership Limited.
- 22. Future Steps Limited.
- 23. Futures Careers Limited.
- 24. Grampian Careers.
- 25. Guidance Enterprises Group Limited.
- GuideLine Career Services Limited.
- 27. Gwent Careers Service Partnership Limited.

- 28. Hereford and Worcester Careers Service Limited.
- 29. Hertfordshire Careers Services Limited.
- 30. Highland Careers Services Limited.
- 31. The Humberside Partnership.
- 32. Learning Partnership West.
- 33. Leeds Careers Guidance.
- 34. Leicestershire Careers and Guidance Services Limited.
- 35. Lifetime Careers Barnsley, Doncaster and Rotherham Limited.
- 36. Lifetime Careers Bolton, Bury and Rochdale Limited.
- 37. Lifetime Careers Brent and Harrow Limited.
- 38. Lifetime Careers Stockport and High Peak Limited.
- 39. Lifetime Careers Wiltshire Limited.
- 40. Lincolnshire Careers and Guidance Services Limited.
- 41. London South Bank Careers
- 42. Mid Glamorgan Careers Limited.
- 43. Norfolk Careers Services Limited.
- 44. North East Wales Careers Service Company Limited.
- 45. Oldham Education Business and Guidance Services.
- 46. Orkney Opportunities Centre.
- 47. Prospects Careers Services Limited.
- 48. Quality Careers Services Limited.
- 49. St Helens Careers Service Limited.
- 50. Sheffield Careers Guidance Services.
- 51. Shropshire Careers Service Limited.
- 52. Suffolk Careers Limited.

53. Tayside Careers Limited.

54. West Glamorgan Careers and Education Business Company Limited.

# **Section 5—Public Transport**

1. A Passenger Transport Executive established under Section 9(1) of the Transport Act 1968(a).

2. A metropolitan county passenger transport authority established by Section 28 of the 1985 Act.

3. The Forth Road Bridge Joint Board.

4. The Tay Road Bridge Joint Board.

# Section 6—Police, Fire, and Civil Defence

1. A fire authority constituted by a combination scheme made under the Fire Services Act 1947**(b)**.

2. A police authority, within the meaning of the Police Act 1996(c).

3. A metropolitan county fire and civil defence authority established by Section 26 of the 1985 Act.

4. A company the members of which comprise fire and rescue authorities **(g)** in England and whose objects include the operation of a regional fire control centre.

## Section 7—Sports Councils

1. The English Sports Council.

2. The Scottish Sports Council.

3. The Sports Council for Wales.

The United Kingdom Sports Council.

#### Section 8—Social Services

1. Coverage Care Limited.

Essex Cares Limited

3. Essex Community Support Limited

4. Essex Employment and Inclusion Limited

- 5. Essex Equipment Services Limited
- Forfarshire Society for the Blind
- 7. Harlow Welfare Rights & Advice
- 8. The Humberside Independent Care Association.
- 9. New Charter Building Company Limited
- 10. New Charter Housing Trust Limited
- 11. Quantum Care Limited.
- 12. Sandwell Community Caring Trust Limited.
- 13. The Scottish Commission for the Regulation of Care
- 14. The Scottish Social Services Council
- 15. Shetland Council of Social Services
- 16. Shetland Welfare Trust
- 17. Tynedale Housing Company Limited
- 18. Waltham Forest Specialist Housing Consortium Limited.
- 19. The Wrekin Housing Trust Limited.

## Section 9—Museums

- 1. The Board of Governors of the Museum of London.
- 2. The Board of Trustees of The National Museums and Galleries on Merseyside.
- Coventry Museum of British Road Transport.
- 4. The Geffrye Museum Trust.
- 5. The Horniman Public Museum and Public Park Trust.
- 6. National Coal Mining Museum for England Trust Limited.
- 7. The Scottish Museums Council.
- 8. Woodhorn Charitable Trust (m)

#### Section 10—Miscellaneous Bodies

- 1. A valuation tribunal in Wales established under the Local Government Finance Act 1988(a).
- 2. An area tourist board established by virtue of an order made under Section 172, 173 or 174 of the 1994 Act.
- 3. A probation committee within the meaning of the Probation Service Act 1993(b).
- 4. A local probation board within the meaning of the Criminal Justice and Court Services Act 2000
- 5. A magistrates' courts committee or the Committee of Magistrates for the Inner London Area, within the meaning of the Justices of the Peace Act 1979(c).
- 6. A body designated as a Care Trust under section 45 of the Health and Social Care Act 2001
- 7. A community justice authority under section 3 of the Management of Offenders (Scotland) Act 2005
- 8. Active Stirling Limited
- 9. Ardroy Outdoor Learning Trust
- 10. Arts and Theatres Trust Fife Limited
- 11. Active Luton Leisure Trust.
- 12. Blyth Valley Arts and Leisure Limited
- 13. The Business Shop—Angus Limited.
- 14. The Care Standards Inspectorate for Wales
- 15. The Children and Family Court Advisory and Support Service
- 16. Caledonia Community Leisure Limited (T/A Inverness Leisure).
- 17. Celtic Community Leisure Limited (Neath / Port Talbot).
- 18. CIP (Hounslow) Limited.
- 19. City Markets (Glasgow) LLP
- 20. City Parking (Glasgow) LLP
- 21. City Property (Glasgow) LLP

- 22. Clackmannanshire Leisure
- 23. Community Initiative Partnerships.
- 24. Community Safety Glasgow.
- 25. Cordia (Service) LLP
- 26. Coventry Sports Trust Limited
- 27. Culture and Sport Glasgow
- 28. Culture and Sport Glasgow (Trading) C.I.C
- 29. CV One Limited
- 30. Culture NL Limited (North Lanarkshire).
- 31. Derwentside Leisure Limited.
- 32. East Dunbartonshire Leisure and Culture Trust.
- 33. East End Partnership Limited
- 34. Edinburgh Leisure
- 35. Enfield Leisure Centres Limited
- 36. Enjoy East Lothian Limited
- 37. The Environment Agency.
- 38. Falkirk Community Trust Limited
- 39. Fife Cost and Countryside Trust
- 40. Fife Sport and Leisure Trust Limited
- 41. Forth Valley GIS Limited
- 42. Glasgow Community Safety Services Limited
- 43. Greenwich Leisure Limited
- 44. Herefordshire Community Leisure Trust
- 45. High Life Highland
- 46. Hounslow Cultural and Community Services.

- 47. Hounslow Sports and Recreation Services.
- 48. The Islesburgh Trust.
- 49. Kirklees Active Leisure Trust
- 50. The Land Authority for Wales.
- 51. Leisure Tynedale.
- 52. The Lee Valley Regional Park Authority.
- 53. The London Pensions Fund Authority.
- 54. Luton Cultural Services Trust.
- 55. The National Care Standards Commission
- 56. National Mobility Services Trust Limited.
- 57. New Park Village TMC Limited.
- 58. North Lanarkshire Leisure Limited
- 59. Nuneaton and Bedworth Leisure Trust
- 60. Oldham Community Leisure Limited
- 61. Renfrewshire Leisure Limited.
- 62. Pendle Leisure Limited
- 63. Salford Community Leisure Limited
- 64. Sandwell Arts Trust
- 65. Sandwell Sport and Leisure Trust
- 66. The Scottish Children's Reporter Administration established under Section 128 of the 1994 Act.
- 67. The Scottish Environment Protection Agency.
- 68. Scottish Water
- 69. Shetland Recreational Trust
- 70. South Lanarkshire Leisure and Culture Limited.
- 71. The South Yorkshire Pensions Authority.

- 72. Sport Aberdeen
- 73. Strathclyde European Partnerships Limited.
- 74. Tameside Sports Trust
- 75. Tees Active Limited
- 76. The Valuation Tribunal Service
- 77. The Water Industry Commissioner for Scotland
- 78. West Dunbartonshire Leisure and Culture Trust.
- 79. West Lothian Leisure Limited.
- 80. Wigan Leisure and Culture Trust

#### **SCHEDULE 2**

#### **PART II**

## **EMPLOYERS WITH WHOM EMPLOYMENT MAY CONSTITUTE RELEVANT SERVICE**

#### Section 1

Any employer specified in Schedule 1 to this Order whether or not in existence at the time of the relevant event.

#### Section 2—Local Government

- 1. The Greater London Council.
- 2. The London Residuary Body established by Section 57(1)(a) of the 1985 Act.
- 3. The council of an administrative county, county borough (other than one established under Section 20 of the 1972 Act), metropolitan borough or county district.
- 4. A regional council, islands council or district council established by or under the Local Government (Scotland) Act 1973(a).
- 5. The council of a county, county of a city, large burgh, small burgh or district ceasing to exist after 15 May 1975.
- 6. Any joint board or joint body constituted by or under any enactment for the purpose of exercising the functions of two or more of the bodies described in any of paragraphs 1 to 5 above, and any special planning board within the meaning of paragraph 3 of schedule 17 to the 1972 Act.
- 7. Any other body, not specified in any of paragraphs 1 to 6 above, established by or under any enactment for the purpose of exercising the functions of, or advising, one or more of the bodies specified in any of paragraphs 1 to 6 above.
- 8. Any committee (including a joint committee) established by or under any enactment for the purpose of exercising the functions of, or advising, one or more of the bodies described in any of paragraphs 1 to 6 above.
- 9. Any two or more bodies described in any of paragraphs 1 to 8 above acting jointly or as a combined authority.
- 10. Any association which was representative of any two or more bodies described in any of paragraphs 1 to 5 above.
- 11. Any committee established by one or more of the association or associations described in paragraph 10 above for the purpose of exercising the functions of, or advising, one or more of such associations.

- 12. An organisation which was representative of an association or associations described in paragraph 10 above and employees' organisations and among whose objects was to negotiate pay and conditions of service in local government service.
- 13. The council of a county or district in Wales ceasing to exist after 31 March 1996.
- 14. The Local Government Training Board.
- 15. The Accounts Commission for Scotland

# Section 3—Planning and Development

- 1. A development corporation within the meaning of the New Towns Act 1946(b) or the New Towns Act 1965(c).
- 2. A development corporation established under section 2 of the New Towns (Scotland) Act 1968(a).
- 3. The Scottish Development Agency.
- 4. The Scottish Special Housing Association.
- 5. The English Industrial Estates Corporation established by the Local Employment Act 1960**(b)**.

#### Section 4—Education

- 1. The governing body of an aided school within the meaning of the Education Act.
- 2. The governing body of a grant-maintained school.
- The governing body of a grant-maintained special school.
- 4. The proprietor (within the meaning of Section 579(1) of the Education Act) of a school for the time being recognised as a grammar school for the purposes of Regulation 4(1) if the Direct Grant Schools Regulations 1959(c), being a school in relation to which, before 1 January 1976, the Secretary of State was satisfied as mentioned in Regulation 3(1) of the Direct Grant Grammar Schools (Cessation of Grant) Regulations 1975(d).
- 5. The proprietor (within the meaning of Section 114(1) of the Education Act 1944(e)) of a school not falling within paragraph 1 of this section which throughout the period of employment was recognised as a grammar school or, as the case may be, as a direct grant grammar school for the purposes of Regulations 4(1) of the Direct Grant Schools Regulations 1959, of Part IV of the Schools Grant Regulations 1951(f) or of Part IV of the Primary and Secondary Schools (Grant Conditions) Regulations 1945(g).

- 6. The managers of a school which during the period of employment was approved under Section 83 of the Children and Young Persons (Scotland) Act 1937.
- 7. The managers of a school which during the period of employment was a grant-aided school within the meaning of Section 143(1) of the Education (Scotland) Act 1946(h), Section 145(22) of the Education (Scotland) Act 1962(i) or Section 135(1) of the 1980 Act.
- The managers of a school which during the period of employment was a school which, immediately before the commencement of Part III of the Social Work (Scotland) Act 1968, was approved under Section 83 of the Children and Young Persons (Scotland) Act 1937(j).
- 9. An institution within the PCFC funding sector, within the meaning of Section 132(6) of the 1988 Act.
- 10. The Further Education Staff College.
- 11. The Inner London Education Authority, known as the Inner London Interim Education Authority for a period prior to the abolition date as defined in Section 1(2) of the 1985 Act.
- 12. The National Advisory Body for Public Sector Higher Education.
- 13. The Polytechnics and College Funding Council as established by Section 132 if the 1988 Act.
- 14. The Scottish Association for National Certificates and Diplomas.
- 15. The Scottish Business Education Council.
- 16. The Scottish Council for Commercial, Administrative and Professional Education.
- 17. The Scottish Technical Education Council.
- 18. The Secretary of State for Defence in relation only to employees in schools administered by the Service Children's Education Authority.
- 19. The Secretary of State for Education and Employment, in relation only to teachers employed under contract in the European School establishment under Article 1 of the Statute of the European School (a) and in schools designated as European Schools under Article 1 of the Protocol to that Statute.
- 20. Shetland Arts Trust
- 21. A person who, during the period of employment, performed a function of a local education authority pursuant to a direction given by the Secretary of State under section 497A(4) of the Education Act 1996.

#### Section 5—Careers Guidance

- 1. Black Country Careers Services Limited.
- Buckinghamshire Careers Service Limited.
- Kent Careers and Guidance Service Limited.

## Section 6—Police, Fire and Civil Defence

- 1. A previous police authority in relation to which Schedule 11 to the Police Act 1964(b) had effect or which was the police authority for an area or district which was before 1 April 1947 or after 31 March 1946 a separate police area or, in Scotland, a previous police authority for an area which was before 16 May 1975 a separate or combined police area.
- 2. The London Fire and Civil Defence Authority

# **Section 7—Sports Councils**

The Sports Council.

## **Section 8—Social Services**

A person or body of persons responsible for the management of an assisted community home within the meaning of Section 36 of the Children and Young Persons Act 1969(c) or of an approved institution within the meaning of Section 46 of that Act.

#### Section 9—Miscellaneous

- 1. A regional water board established under Section 5 of the Water (Scotland) Act 1967(d).
- 2. A river purification board established under Section 2 of the Rivers (Prevention of Pollution) (Scotland) Act 1951(e).
- 3. A river purification board established under Section 135 of the Local Government (Scotland) Act 1973(f).
- A local valuation panel constituted under the Local Government Act 1948(g) or established under the General Rate Act 1967(h).
- 5. A valuation tribunal in England established under the Local Government Finance Act 1988.
- 6. The Central Scotland Water Development Board.

- 7. The Scottish Industrial Estates Corporation (formerly the Industrial Estates Management Corporation for Scotland) established by Section 8 of the Local Employment Act 1960(i).
- 8. The Small Industries Council for Rural Areas of Scotland, being a company which was dissolved by Section 15(5) of the Scottish Development Agency Act 1975(j) and was until then registered under the Companies Acts from time to time in force.
- 9. The Traffic Director for London
- 10. The Welsh Industrial Estates Corporation (formerly the Industrial Estates Management Corporation for Wales) established by Section 8 of the Local Employment Act 1960.
- 11. The Commission for Healthcare Audit and Inspection.
- 12. The Commission for Social Care Inspection.
- 13. Glasgow Community and Safety Services.