

Employment exemptions

Those covered by the Act and Exemptions

The employment provisions apply to people who hire staff from employment businesses, trustees of occupational pension schemes, landlords who lease buildings to employers, charities and supported employment.

The employer is liable for the discriminatory actions of his/her staff unless s/he has taken adequate steps to inform staff members of their obligations under the Act. These steps may include staff training programmes.

Which types of employee have rights under the Act?

Most types from permanent members of staff to temporary workers and those on contract (including self-employed people).

Exemptions

- Small firms with fewer than 15 employees (who are still encouraged to voluntarily follow the Code of Practice on Employment which accompanies the Act)
- Work carried out abroad
- Employment on ships, aircraft and hovercraft
- Partnerships
- Armed services
- Police officers
- Prison officers
- Fire fighting staff in fire brigades