



Employment Act (Northern Ireland) 2011

CHAPTER 13

EMPLOYMENT ACT (NORTHERN IRELAND) 2011

Dispute resolution procedures

1. Repeal of statutory grievance procedures
2. Statutory dispute resolution procedures: effect on contracts of employment
3. Statutory dispute resolution procedures: consequential adjustment of time limits
4. Non-compliance with statutory Codes of Practice

Procedure: industrial tribunals

5. Determination of industrial tribunal proceedings without hearing
6. Restriction of publicity
7. Enforcement of sums payable
8. Conciliation before bringing of proceedings
9. Conciliation after bringing of proceedings
10. Recovery of sums payable under compromises involving the Agency

Status: This is the original version (as it was originally enacted).

Procedure: Fair Employment Tribunal

11. Powers of Fair Employment Tribunal in relation to matters within jurisdiction of industrial tribunals
12. Conciliation before bringing of proceedings
13. Conciliation after bringing of proceedings
14. Recovery of sums payable under compromises involving the Agency

Time off for study or training

15. Time off for study or training

Supplementary

16. Repeals
17. Commencement
18. Short title

SCHEDULES

SCHEDULE 1 — REPEAL OF STATUTORY GRIEVANCE PROCEDURES: CONSEQUENTIAL AMENDMENTS

1. The Employment (Northern Ireland) Order 2003 is amended as follows...
2. In Article 15 for paragraph (1) substitute—
3. In Article 34(3) omit “16,” and “19, 20,”.
4. In Schedule 1 in paragraph 11 for “above” substitute “in...”
5. In Schedule 1 in paragraph 14 omit “and (5)” and...
6. In Schedule 1 omit paragraph 15.

SCHEDULE 2 — SCHEDULE INSERTED AS SCHEDULE 4A TO THE INDUSTRIAL RELATIONS (NORTHERN IRELAND) ORDER 1992

SCHEDULE 3 — TIME OFF FOR STUDY OR TRAINING
PART 1 — PROVISIONS INSERTED AS PART 7A OF THE EMPLOYMENT RIGHTS (NORTHERN IRELAND) ORDER 1996
PART 2 — RELATED AMENDMENTS TO EMPLOYMENT LAW

The Employment Rights (Northern Ireland) Order 1996 (NI 16)

1. In Article 2(2) (definitions) at the appropriate place insert—
“Article...”
2. In Article 21 (how to calculate a week’s pay in...

3. In Article 23(1) (maximum amount of week’s pay) before paragraph...
4. After Article 70E (protection from suffering detriment in employment: flexible...
5. In Article 71 (right to present complaint of detriment to...
6. After Article 135D (unfair dismissal: pension enrolment) insert — Study and...
7. In Article 137 (unfair dismissal: redundancy), after paragraph (6C) insert—...
8. In Article 140(3) (exceptions to one year qualifying period of...
9. In Article 143(2) (cases where employee may complain of unfair...
10. In Article 144(2) (cases where industrial tribunal to determine whether...
11. In Article 242 (mariners)— (a) in paragraph (2), before “VIII”...
12. In Article 251(1A) (regulations subject to confirmatory Assembly procedure), after...

The Industrial Tribunals (Northern Ireland) Order 1996 (NI 18)

13. In Article 20 (conciliation), in paragraph (1)(c) after paragraph (vi)...

SCHEDULE 4 — REPEALS