
STATUTORY INSTRUMENTS

1996 No. 1919

The Employment Rights (Northern Ireland) Order 1996

PART XII

REDUNDANCY PAYMENTS ETC.

CHAPTER II

RIGHT ON DISMISSAL BY REASON OF REDUNDANCY

Supplementary

Provisions supplementing Articles 173 and 176

181.—(1) In Articles 173 and 176—

- (a) references to re-engagement are to re-engagement by the employer or an associated employer, and
 - (b) references to an offer are to an offer made by the employer or an associated employer.
- (2) For the purposes of the application of Article 173(1) or 176(1) to a contract under which the employment ends on a Friday, Saturday or Sunday—
- (a) the renewal or re-engagement shall be treated as taking effect immediately on the ending of the employment under the previous contract if it takes effect on or before the next Monday after that Friday, Saturday or Sunday, and
 - (b) the interval of four weeks to which those provisions refer shall be calculated as if the employment had ended on that next Monday.
- (3) Where Article 173 or 176 applies in a case within Article 172(1)—
- (a) references to a renewal or re-engagement taking effect immediately on, or after an interval of not more than four weeks after, the end of the employment are to a renewal or re-engagement taking effect on, or after an interval of not more than four weeks after, the notified day of return, and
 - (b) references to provisions of the previous contract are to the provisions of the contract under which the employee worked immediately before the beginning of her maternity leave period.