

## STATUTORY INSTRUMENTS

# 1996 No. 1919 (N.I. 16)

## The Employment Rights (Northern Ireland) Order 1996 <sup>F1</sup>

23rd July 1996

**F1** functions transferred SR 1999/481

### **Modifications etc. (not altering text)**

- C1** Order modified (21.2.2009) by [Banking Act 2009 \(Parts 2 and 3 Consequential Amendments\) Order 2009 \(S.I. 2009/317\)](#), art. 3, [Sch.](#)
- C2** Order applied (with modifications) (5.10.2010) by [Additional Paternity Leave \(Adoptions from Overseas\) Regulations \(Northern Ireland\) 2010 \(S.R. 2010/296\)](#), [reg. 25\(2\)\(b\)](#)
- C3** Order applied (with modifications) (3.10.2010) by [Additional Paternity Leave Regulations \(Northern Ireland\) 2010 \(S.R. 2010/297\)](#), [reg. 35\(2\)\(b\)](#)
- C4** Order applied (with modifications) (8.2.2011 with application as mentioned in reg. 27(a) of the amending regulations) by [Investment Bank Special Administration Regulations 2011 \(S.I. 2011/245\)](#), regs. 1, 27, [Sch. 6 Pt. 1](#)
- C5** Order excluded (7.10.2013) by [Crime and Courts Act 2013 \(c. 22\)](#), s. 61(2), [Sch. 5 para. 15\(1\)\(2\)\(d\)](#); [S.I. 2013/1682](#), art. 3(m)
- C6** Order applied (with modifications) (6.4.2022) by [The Parental Bereavement Leave Regulations \(Northern Ireland\) 2022 \(S.R. 2022/166\)](#), regs. 1, [15](#)
- C7** Order applied (with modifications) (3.10.2022) by [The Parental Bereavement Leave \(No. 2\) Regulations \(Northern Ireland\) 2022 \(S.R. 2022/237\)](#), regs. 1, [15](#) (with regs. 16-21)
- C8** Order applied (with modifications) (2.4.2023) by [The Parental Bereavement Leave Regulations \(Northern Ireland\) 2023 \(S.R. 2023/55\)](#), regs. 1, [15](#) (with regs. 16-21)
- C9** Order applied (with modifications) (29.9.2023) by [The Parental Bereavement Leave \(No. 2\) Regulations \(Northern Ireland\) 2023 \(S.R. 2023/156\)](#), regs. 1, [15](#) (with regs. 16-21)
- C10** Order applied (with modifications) (4.1.2024) by [S.I. 2021/716](#), [Sch. 3 paras. 2, 3](#) (as amended by [The Payment and Electronic Money Institution Insolvency \(Amendment\) Regulations 2023 \(S.I. 2023/1399\)](#), regs. 1(2), [21\(2\)\(f\)\(4\)](#))

**Changes to legislation:**

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Employment Rights (Northern Ireland) Order 1996. Any changes that have already been made by the team appear in the content and are referenced with annotations.

[View outstanding changes](#)

**Changes and effects yet to be applied to the whole Order associated Parts and Chapters:**

- [Act applied with modifications by S.R. 2023/156 reg. 15](#)

**Whole provisions yet to be inserted into this Order (including any effects on those provisions):**

- [Pt. 7A inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 1](#)
- [Ch. 5 inserted by 2022 c. 27 \(N.I.\) s. 1\(1\)](#)
- [art. 21\(4B\) inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 2](#)
- [art. 23\(1\)\(zza\) inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 3](#)
- [art. 70F inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 4](#)
- [art. 70G inserted by 2020 c. 7 Sch. 7 para. 20](#)
- [art. 71\(1C\) inserted by 2020 c. 7 Sch. 7 para. 21\(a\)](#)
- [art. 72\(8\) inserted by 2020 c. 7 Sch. 7 para. 22\(b\)](#)
- [art. 85ZS\(3\)\(a\)-\(c\) substituted for words by 2022 c. 18 \(N.I.\) Sch. 3 para. 47\(4\)](#)
- [art. 95F\(5A\) inserted by 2016 c. 15 \(N.I.\) Sch. 2 para. 32](#)
- [art. 135E inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 6](#)
- [art. 135G inserted by 2020 c. 7 Sch. 7 para. 25](#)
- [art. 137\(6D\) inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 7](#)
- [art. 137\(7N\) inserted by 2020 c. 7 Sch. 7 para. 26\(b\)](#)
- [art. 140\(3\)\(fj\) inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 8](#)
- [art. 140\(3\)\(fl\) inserted by 2020 c. 7 Sch. 7 para. 27](#)
- [art. 143\(2\)\(ddd\) inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 9](#)
- [art. 144\(2\)\(ddd\) inserted by 2011 c. 13 \(N.I.\) Sch. 3 Pt. 2 para. 10](#)