
STATUTORY INSTRUMENTS

2003 No. 2902 (N.I. 15)

NORTHERN IRELAND

The Employment (Northern Ireland) Order 2003

*Made - - - - 13th November 2003
Coming into operation in accordance with Article
1(2)*

THE EMPLOYMENT (NORTHERN IRELAND) ORDER 2003

PART I

INTRODUCTORY

1. Title and commencement
2. Interpretation

PART II

INDUSTRIAL TRIBUNAL REFORM

3. Conciliation
4. Power to delegate prescription of forms, etc.
5. Determination without a hearing
6. Practice directions
7. Pre-hearing reviews
8. Costs, expenses and allowances

PART III

FAIR EMPLOYMENT TRIBUNAL REFORM

9. Power to delegate prescription of forms, etc.
10. Determination without a hearing
11. Conciliation
12. Practice directions
13. Pre-hearing reviews and preliminary matters
14. Costs and allowances

PART IV

DISPUTE RESOLUTION, ETC.

Status: This is the original version (as it was originally made).

Statutory procedures

15. Statutory dispute resolution procedures
16. Contracts of employment
17. Non-completion of statutory procedure: adjustment of awards by industrial tribunals
18. Non-completion of statutory procedure: adjustment of awards by Fair Employment Tribunal
19. Complaints about grievances: industrial tribunals
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21. Consequential adjustment of time limits: industrial tribunals
22. Consequential adjustment of time limits: Fair Employment Tribunal
23. Procedural fairness in unfair dismissal

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24. Particulars of procedures relating to discipline or dismissal
25. Removal of exemption for small employers
26. Use of alternative documents to give particulars
27. Failure to give statement of employment particulars, etc.: industrial tribunals
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General

29. Unfair dismissal: adjustments under Articles 17 and 27

PART V

MISCELLANEOUS

30. Equal pay: questionnaires
31. Union learning representatives
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33. Deputy Certification Officer

PART VI

SUPPLEMENTARY

34. Regulations and orders
35. Amendments and repeals
Signature

SCHEDULES

SCHEDULE 1 — STATUTORY DISPUTE RESOLUTION PROCEDURES
PART I — DISMISSAL AND DISCIPLINARY PROCEDURES

CHAPTER I

STANDARD PROCEDURE

Step 1: statement of grounds for action and invitation to meeting

1. (1) The employer must set out in writing the employee's...

Step 2: meeting

2. (1) The meeting must take place before action is taken,...

Step 3: appeal

3. (1) If the employee does wish to appeal, he must...

CHAPTER II

MODIFIED PROCEDURE

Step 1: statement of grounds for action

4. The employer must— (a) set out in writing—

Step 2: appeal

5. (1) If the employee does wish to appeal, he must...

PART II — GRIEVANCE PROCEDURES

CHAPTER I

STANDARD PROCEDURE

Step 1: statement of grievance

6. The employer must set out the grievance in writing and...

Step 2: meeting

7. (1) The employer must invite the employee to attend a...

Step 3: appeal

8. (1) If the employee does wish to appeal, he must...

CHAPTER II

MODIFIED PROCEDURE

Step 1: statement of grievance

9. The employer must— (a) set out in writing—

Step 2: response

10. The employer must set out his response in writing and...

PART III — GENERAL REQUIREMENTS

Introductory

11. The following requirements apply to each of the procedures set...

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

Timetable

12. Each step and action under the procedure must be taken...

Meetings

13. (1) Timing and location of meetings must be reasonable.

PART IV — SUPPLEMENTARY

Status of meetings

14. A meeting held for the purposes of this Schedule is...

Scope of grievance procedures

15. (1) The procedures set out in Part II are only...

SCHEDULE 2 — TRIBUNAL JURISDICTIONS TO WHICH ARTICLE 17 APPLIES

SCHEDULE 3 — TRIBUNAL JURISDICTIONS TO WHICH ARTICLE 19 APPLIES

SCHEDULE 4 — TRIBUNAL JURISDICTIONS TO WHICH ARTICLE 27 APPLIES

SCHEDULE 5 — CONSEQUENTIAL AMENDMENTS

The Industrial Relations (Northern Ireland) Order 1992 (NI 5)

1. (1) In Articles 90(1) and 95(1) at the end insert...

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

2. (1) In Article 22(3) for “153, 155 or 162A” substitute...

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

3. In Article 21, at the end of paragraph (a) insert...

The Fair Employment and Treatment (Northern Ireland) Order 1998 (NI 21)

4. (1) In Article 38 after paragraph (1) there shall be...

The Employment Relations (Northern Ireland) Order 1999 (NI 9)

5. In Article 24(1) at the end add—

The Employment (Northern Ireland) Order 2002 (NI 2)

6. In Schedule 1 for paragraph 1(2) substitute—

SCHEDULE 6 — REPEALS

Explanatory Note