
STATUTORY RULES OF NORTHERN IRELAND

2002 No. 298

EMPLOYMENT

Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002

<i>Made</i>	- - - -	<i>24th September 2002</i>
<i>Approved by resolution of the Assembly</i>	- - - -	<i>23rd September 2002</i>
<i>Coming into operation</i>		<i>1st October 2002</i>

The Department for Employment and Learning⁽¹⁾, in exercise of the powers conferred by section 46 of the Employment Act 2002⁽²⁾ and of every other power enabling it in that behalf, hereby makes the following Regulations:

PART I

GENERAL AND INTERPRETATION

Citation, commencement and interpretation

1.—(1) These Regulations may be cited as the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002 and shall come into operation on 1st October 2002.

(2) In these Regulations –

“the 1996 Order” means the Employment Rights (Northern Ireland) Order 1996⁽³⁾;

“collective agreement” means a collective agreement within the meaning of Article 2(2) of the Industrial Relations (Northern Ireland) Order 1992⁽⁴⁾;

“contract of employment” means a contract of service or of apprenticeship, whether express or implied, and (if it is express) whether oral or in writing;

“employee” means an individual who has entered into or works under or where the employment has ceased, worked under a contract of employment;

(1) Formerly known as the Department of Higher and Further Education, Training and Employment; renamed the Department for Employment and Learning by the Department for Employment and Learning Act (Northern Ireland) 2001 c. 15

(2) 2002 c. 22

(3) S.I. 1996/1919 (N.I. 16)

(4) S.I. 1992/807 (N.I. 5)

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

“employer”, in relation to any employee, means the person by whom the employee is or where the employment has ceased, was employed;

“fixed-term contract” means a contract of employment that, under its provisions determining how it will terminate in the normal course, will terminate –

(a) on the expiry of a specific term,

on the completion of a particular task, or

(b) on the occurrence or non-occurrence of any other specific event other than the attainment by the employee of any normal bona fide retiring age in the establishment for an employee holding the position held by him,

and any reference to “fixed-term” shall be construed accordingly;

“fixed-term employee” means an employee who is employed under a fixed-term contract;

“permanent employee” means an employee who is not employed under a fixed-term contract, and any reference to “permanent employment” shall be construed accordingly;

“pro-rata principle” means that where a comparable permanent employee receives or is entitled to pay or any other benefit, a fixed-term employee is to receive or be entitled to such proportion of that pay or other benefit as is reasonable in the circumstances having regard to the length of his contract of employment and to the terms on which the pay or other benefit is offered;

“renewal” includes extension and references to renewing a contract shall be construed accordingly;

“workforce agreement” means an agreement between an employer and his employees or their representatives in respect of which the conditions set out in Schedule 1 to these Regulations are satisfied.

(3) The Interpretation Act (Northern Ireland) 1954⁽⁵⁾ shall apply to these Regulations as it applies to an Act of the Northern Ireland Assembly.

Commencement Information

II Reg. 1 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Comparable employees

2.—(1) For the purposes of these Regulations, an employee is a comparable permanent employee in relation to a fixed-term employee if, at the time when the treatment that is alleged to be less favourable to the fixed-term employee takes place –

(a) both employees are –

(i) employed by the same employer, and

(ii) engaged in the same or broadly similar work having regard, where relevant, to whether they have a similar level of qualification and skills; and

(b) the comparable employee works or is based at the same establishment as the fixed-term employee or, where there is no comparable employee working or based at that establishment who satisfies the requirements of sub-paragraph (a), works or is based at a different establishment and satisfies those requirements.

(2) For the purposes of paragraph (1), an employee is not a comparable permanent employee if his employment has ceased.

⁽⁵⁾ 1954 c. 33 (N. I.)

Commencement Information

I2 Reg. 2 in operation at 1.10.2002, see [reg. 1\(1\)](#)

PART II

RIGHTS AND REMEDIES

Less favourable treatment of fixed-term employees

3.—(1) A fixed-term employee has the right not to be treated by his employer less favourably than the employer treats a comparable permanent employee –

- (a) as regards the terms of his contract; or
- (b) by being subjected to any other detriment by any act, or deliberate failure to act, of his employer.

(2) Subject to paragraphs (3) and (4), the right conferred by paragraph (1) includes in particular the right of the fixed-term employee in question not to be treated less favourably than the employer treats a comparable permanent employee in relation to –

- (a) any period of service qualification relating to any particular condition of service,
- (b) the opportunity to receive training, or
- (c) the opportunity to secure permanent employment in the establishment.

(3) The right conferred by paragraph (1) applies only if –

- (a) the treatment is on the ground that the employee is a fixed-term employee, and
- (b) the treatment is not justified on objective grounds.

(4) Paragraph (3)(b) is subject to regulation 4.

(5) In determining whether a fixed-term employee has been treated less favourably than a comparable permanent employee, the pro-rata principle shall be applied unless it is inappropriate.

(6) In order to ensure that an employee is able to exercise the right conferred by paragraph (1) as described in paragraph (2)(c) the employee has the right to be informed by his employer of available vacancies in the establishment.

(7) For the purposes of paragraph (6) an employee is “informed by his employer” only if the vacancy is contained in an advertisement which the employee has a reasonable opportunity of reading in the course of his employment or the employee is given reasonable notification of the vacancy in some other way.

Commencement Information

I3 Reg. 3 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Objective justification

4.—(1) Where a fixed-term employee is treated by his employer less favourably than the employer treats a comparable permanent employee as regards any term of his contract, the treatment in question shall be regarded for the purposes of regulation 3(3)(b) as justified on objective grounds if the terms of the fixed-term employee’s contract of employment, taken as a whole, are at least as favourable as the terms of the comparable permanent employee’s contract of employment.

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

(2) Paragraph (1) is without prejudice to the generality of regulation 3(3)(b).

Commencement Information

I4 Reg. 4 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Right to receive a written statement of reasons for less favourable treatment

5.—(1) If an employee who considers that his employer may have treated him in a manner which infringes a right conferred on him by regulation 3 requests in writing from his employer a written statement giving particulars of the reasons for the treatment, the employee is entitled to be provided with such a statement within twenty-one days of his request.

(2) A written statement under this regulation is admissible as evidence in any proceedings under these Regulations.

(3) If it appears to the tribunal in any proceedings under these Regulations –

- (a) that the employer deliberately, and without reasonable excuse, omitted to provide a written statement, or
- (b) that the written statement is evasive or equivocal,

it may draw any inference which it considers it just and equitable to draw, including an inference that the employer has infringed the right in question.

(4) This regulation does not apply where the treatment in question consists of the dismissal of an employee, and the employee is entitled to a written statement of reasons for his dismissal under Article 124 of the 1996 Order(6).

Commencement Information

I5 Reg. 5 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Unfair dismissal and the right not to be subjected to detriment

6.—(1) An employee who is dismissed shall be regarded as unfairly dismissed for the purposes of Part XI of the 1996 Order(7) if the reason (or, if more than one, the principal reason) for the dismissal is a reason specified in paragraph (3).

(2) An employee has the right not to be subjected to any detriment by any act, or any deliberate failure to act, of his employer done on a ground specified in paragraph (3).

(3) The reasons or, as the case may be, grounds are –

- (a) that the employee has –
 - (i) brought proceedings against the employer under these Regulations;
 - (ii) requested from his employer a written statement under regulation 5 or regulation 9;
 - (iii) given evidence or information in connection with such proceedings brought by any employee;

(6) Article 124 was amended by the Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order (Northern Ireland) 1999 (S.R. 1999/277), Article 3 and by the Employment Relations (Northern Ireland) Order 1999 (N.I. 9), Article 11 and paragraph 6 of Part III of Schedule 4, and is amended by these Regulations, Schedule 2, paragraph 3(5)

(7) Part XI is amended by these Regulations, Schedule 2, to extend the circumstances in which, under Article 127, an employee is treated as dismissed for the purposes of that Part

- (iv) otherwise done anything under these Regulations in relation to the employer or any other person;
 - (v) alleged that the employer had infringed these Regulations;
 - (vi) refused (or proposed to refuse) to forgo a right conferred on him by these Regulations;
 - (vii) declined to sign a workforce agreement for the purposes of these Regulations, or
 - (viii) being—
 - (aa) a representative of members of the workforce for the purposes of Schedule 1, or
 - (bb) a candidate in an election in which any person elected will, on being elected, become such a representative,
- performed (or proposed to perform) any functions or activities as such a representative or candidate, or

- (b) that the employer believes or suspects that the employee has done or intends to do any of the things mentioned in sub-paragraph (a).

(4) Where the reason or principal reason for dismissal or, as the case may be, ground for subsection to any act or deliberate failure to act, is that mentioned in paragraph (3)(a)(v), or (b) so far as it relates thereto, neither paragraph (1) nor paragraph (2) applies if the allegation made by the employee is false and not made in good faith.

(5) Paragraph (2) does not apply where the detriment in question amounts to the dismissal of an employee within the meaning of Part XI of the 1996 Order.

Commencement Information

16 Reg. 6 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Complaints to industrial tribunals etc.

7.—(1) An employee may present a complaint to an industrial tribunal that his employer has infringed a right conferred on him by regulation 3, or (subject to regulation 6(5)), 6(2).

(2) Subject to paragraph (3), an industrial tribunal shall not consider a complaint under this regulation unless it is presented before the end of the period of three months beginning—

- (a) in the case of an alleged infringement of a right conferred by regulation 3(1) or 6(2), with the date of the less favourable treatment or detriment to which the complaint relates or, where an act or failure to act is part of a series of similar acts or failures comprising the less favourable treatment or detriment, the last of them;
- (b) in the case of an alleged infringement of the right conferred by regulation 3(6), with the date, or if more than one the last date, on which other individuals, whether or not employees of the employer, were informed of the vacancy.

(3) A tribunal may consider any such complaint which is out of time if, in all the circumstances of the case, it considers that it is just and equitable to do so.

(4) For the purposes of calculating the date of the less favourable treatment or detriment under paragraph (2)(a) –

- (a) where a term in a contract is less favourable, that treatment shall be treated, subject to paragraph (b), as taking place on each day of the period during which the term is less favourable;

Changes to legislation: *There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes*

- (b) a deliberate failure to act contrary to regulation 3 or 6(2) shall be treated as done when it was decided on.
- (5) In the absence of evidence establishing the contrary, a person shall be taken for the purposes of paragraph (4)(b) to decide not to act –
- (a) when he does an act inconsistent with doing the failed act; or
 - (b) if he has done no such inconsistent act, when the period expires within which he might reasonably have been expected to have done the failed act if it was to be done.
- (6) Where an employee presents a complaint under this regulation in relation to a right conferred on him by regulation 3 or 6(2) it is for the employer to identify the ground for the less favourable treatment or detriment.
- (7) Where an industrial tribunal finds that a complaint presented to it under this regulation is well founded, it shall take such of the following steps as it considers just and equitable –
- (a) making a declaration as to the rights of the complainant and the employer in relation to the matters to which the complaint relates;
 - (b) ordering the employer to pay compensation to the complainant;
 - (c) recommending that the employer take, within a specified period, action appearing to the tribunal to be reasonable, in all the circumstances of the case, for the purpose of obviating or reducing the adverse effect on the complainant of any matter to which the complaint relates.
- (8) Where a tribunal orders compensation under paragraph (7)(b), the amount of the compensation awarded shall be such as the tribunal considers just and equitable in all the circumstances having regard to –
- (a) the infringement to which the complaint relates, and
 - (b) any loss which is attributable to the infringement.
- (9) The loss shall be taken to include –
- (a) any expenses reasonably incurred by the complainant in consequence of the infringement, and
 - (b) loss of any benefit which he might reasonably be expected to have had but for the infringement.
- (10) Compensation in respect of treating an employee in a manner which infringes the right conferred on him by regulation 3 shall not include compensation for injury to feelings.
- (11) In ascertaining the loss the tribunal shall apply the same rule concerning the duty of a person to mitigate his loss as applies to damages recoverable under the common law of Northern Ireland.
- (12) Where the tribunal finds that the act, or failure to act, to which the complaint relates was to any extent caused or contributed to by action of the complainant, it shall reduce the amount of the compensation by such proportion as it considers just and equitable having regard to that finding.
- (13) If the employer fails, without reasonable justification, to comply with a recommendation made by an industrial tribunal under paragraph (7)(c) the tribunal may, if it thinks it just and equitable to do so –
- (a) increase the amount of compensation required to be paid to the complainant in respect of the complaint, where an order was made under paragraph (7)(b); or
 - (b) make an order under paragraph (7)(b).

Commencement Information

17 Reg. 7 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Successive fixed-term contracts

8.—(1) This regulation applies where –

- (a) an employee is employed under a contract purporting to be a fixed-term contract; and
- (b) the contract mentioned in sub-paragraph (a) has previously been renewed, or the employee was employed by the same employer on a fixed-term contract, or on a series of successive fixed-term contracts, before the start of the contract mentioned in sub-paragraph (a).

(2) Where this regulation applies then, with effect from the date specified in paragraph (3), the provision of the contract mentioned in paragraph (1)(a) that restricts the duration of the contract shall be of no effect, and the employee shall be a permanent employee, if –

- (a) the employee has been continuously employed under the contract mentioned in paragraph 1(a), or under that contract taken with a previous fixed-term contract, for a period of four years or more, and
- (b) the employment of the employee under a fixed-term contract was not justified on objective grounds –
 - (i) where the contract mentioned in paragraph (1)(a) has been renewed, at the time when it was last renewed;
 - (ii) where that contract has not been renewed, at the time when it was entered into.

(3) The date referred to in paragraph (2) is whichever is the later of –

- (a) the date on which the contract mentioned in paragraph (1)(a) was entered into or last renewed, and
- (b) the date on which the employee acquired four years' continuous employment.

(4) For the purposes of this regulation Chapter III of Part I of the 1996 Order shall apply in determining whether an employee has been continuously employed, and any period of continuous employment falling before the 10th July 2002 shall be disregarded.

(5) A collective agreement or a workforce agreement may modify the application of paragraphs (1) to (3) of this regulation in relation to any employee or specified description of employees, by substituting for either or both of the conditions set out in paragraph (2) one or more different conditions which, in order to prevent abuse arising from the use of successive fixed-term contracts, specify one or more of the following–

- (a) the maximum total period for which the employee or employees of that description may be continuously employed on a fixed-term contract or on a series of successive fixed-term contracts;
- (b) the maximum number of successive fixed-term contracts and renewals of such contracts under which the employee or employees of that description may be employed; or
- (c) objective reasons justifying the renewal of fixed-term contracts, or the engagement of the employee or employees of that description under successive fixed-term contracts,

and those conditions shall have effect in relation to that employee or an employee of that description as if they were contained in paragraphs (2) and (3).

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

Commencement Information

18 Reg. 8 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Right to receive written statement of variation

9.—(1) If an employee who considers that he is to be regarded, by virtue of regulation 8, as a permanent employee requests in writing from his employer a written statement confirming that the contract is to be so regarded, he is entitled to be provided, within twenty-one days of his request, with either –

- (a) such a statement, or
- (b) a statement giving reasons why his contract remains fixed-term.

(2) If the reasons stated under paragraph (1)(b) include an assertion that there were objective grounds for the engagement of the employee under a fixed-term contract, or the renewal of such a contract, the statement shall include a statement of those grounds.

(3) A written statement under this regulation is admissible as evidence in any proceedings before a court, an industrial tribunal and the Commissioners of Inland Revenue.

(4) If it appears to the court or tribunal in any proceedings –

- (a) that the employer deliberately, and without reasonable excuse, omitted to provide a written statement, or
- (b) that the written statement is evasive or equivocal,

it may draw any inference which it considers it just and equitable to draw.

(5) An employee who considers that, by virtue of regulation 8, he is a permanent employee may present an application to an industrial tribunal for a declaration to that effect.

(6) No application may be made under paragraph (5) unless –

- (a) the employee in question has previously requested a statement under paragraph (1) and the employer has either failed to provide a statement or given a statement of reasons under paragraph (1)(b), and
- (b) at the time the application is made the employee is employed by the employer.

Commencement Information

19 Reg. 9 in operation at 1.10.2002, see [reg. 1\(1\)](#)

PART III

MISCELLANEOUS

Restrictions on contracting out

10. Article 245 of the 1996 Order⁽⁸⁾ (restrictions on contracting out) shall apply in relation to these Regulations as if they were contained in that Order.

⁽⁸⁾ Article 245 was amended by the Employment Rights (Dispute Resolution) (Northern Ireland) Order 1998 (N.I. 8) and by the Employment Relations (Northern Ireland) Order 1999, Article 40 and Schedule 9

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

.....

Commencement Information

I10 Reg. 10 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Amendments to primary legislation

11. The amendments in Part I of Schedule 2 to these Regulations shall have effect subject to the transitional provisions in Part II of the Schedule.

.....

Commencement Information

I11 Reg. 11 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Liability of employers and principals

12.—(1) Anything done by a person in the course of his employment shall be treated for the purposes of these Regulations as also done by his employer, whether or not it was done with the employer’s knowledge or approval.

(2) Anything done by a person as agent for the employer with the authority of the employer shall be treated for the purposes of these Regulations as also done by the employer.

(3) In proceedings under these Regulations against any person in respect of an act alleged to have been done by an employee of his, it shall be a defence for that person to prove that he took such steps as were reasonably practicable to prevent the employee from –

- (a) doing that act; or
- (b) doing, in the course of his employment, acts of that description.

.....

Commencement Information

I12 Reg. 12 in operation at 1.10.2002, see [reg. 1\(1\)](#)

PART IV

SPECIAL CLASSES OF PERSON

Crown employment

13.—(1) Subject to regulation 14, these Regulations have effect in relation to Crown employment and persons in Crown employment as they have effect in relation to other employment and other employees.

(2) For the purposes of paragraphs (1) and (3) a person is in “Crown employment” only if –

- (a) he is in employment under or for the purposes of a government department or any officer or body exercising on behalf of the Crown functions conferred by a statutory provision, and
- (b) having regard to the terms and conditions under which he works, he would be an employee if he was not in Crown employment.

(3) For the purposes of the application of the provisions of these Regulations in relation to Crown employment and persons in Crown employment in accordance with paragraph (1) –

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

- (a) references to an employee shall be construed as references to a person in Crown employment;
- (b) references to a contract of employment shall be construed, in relation to a person in Crown employment, as references to the terms and conditions mentioned in paragraph (2)(b); and
- (c) references to dismissal shall be construed as references to the termination of Crown employment.

Commencement Information

I13 Reg. 13 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Armed forces

14. These Regulations –

- (a) do not apply to service as a member of the naval, military or air forces of the Crown, but
- (b) do apply to employment by an association established for the purposes of Part XI of the Reserve Forces Act 1996⁽⁹⁾.

Commencement Information

I14 Reg. 14 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Police service

15.—(1) For the purposes of these Regulations, the holding, otherwise than under a contract of employment, of the office of constable or an appointment as a police cadet shall be treated as employment, under a contract of employment, by the relevant officer.

(2) In this regulation “the relevant officer” means –

- (a) in relation to a member of the Police Service of Northern Ireland or the Police Service of Northern Ireland Reserve, the Chief Constable;
- (b) in relation to a person holding office under section 9(1)(b) of the Police Act 1997⁽¹⁰⁾ (police members of the National Criminal Intelligence Service), the Director General of the National Criminal Intelligence Service; and
- (c) in relation to any other person holding the office of constable or an appointment as a police cadet, the person who has the direction and control of the body of constables or cadets in question.

Commencement Information

I15 Reg. 15 in operation at 1.10.2002, see [reg. 1\(1\)](#)

⁽⁹⁾ 1996 c. 14
⁽¹⁰⁾ 1997 c. 50

PART V

EXCLUSIONS

Apprentices

16. These Regulations shall not have effect in relation to a fixed-term employee who is employed under a contract of apprenticeship.

Commencement Information

I16 Reg. 16 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Government training schemes etc.

17.—(1) These Regulations shall not have effect in relation to a fixed-term employee who is employed on a scheme, designed to provide him with training or work experience for the purpose of assisting him to seek or obtain work, which is either –

- (a) a scheme provided to him under arrangements made by a Northern Ireland Department, or
- (b) funded in whole or part by an Institution of the European Community.

(2) These Regulations shall not have effect in relation to a fixed-term employee whose employment consists in attending a period of work experience not exceeding one year that he is required to attend as part of a higher education course.

(3) For the purpose of paragraph (2) “a higher education course” means –

- (a) in Northern Ireland, a course of a description referred to in Schedule 1 to the Further Education (Northern Ireland) Order 1997(**11**).
- (b) in Scotland, a course of a description falling within section 38 of the Further and Higher Education (Scotland) Act 1992(**12**); and
- (c) in England and Wales, a course of a description referred to in Schedule 6 to the Education Reform Act 1988(**13**);

Commencement Information

I17 Reg. 17 in operation at 1.10.2002, see [reg. 1\(1\)](#)

Agency workers

18.—(1) These Regulations shall not have effect in relation to employment under a fixed-term contract where the employee is an agency worker.

(2) In this regulation “agency worker” means any person who is supplied by an employment business to do work for another person under a contract or other arrangements made between the employment business and the other person.

(3) In this regulation “employment business” means the business (whether or not carried on with a view to profit and whether or not carried on in conjunction with any other business) of supplying

(11) 1998 c. 40

(12) 1992 c. 37; section 38 was amended by the Education (Scotland) Act 1996 (c. 43), Schedule 5, paragraph 9

(13) S.I. 1997/1772 (N.I. 15)

Changes to legislation: *There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes*

persons in the employment of the person carrying on the business, to act for, and under the control of, other persons in any capacity.

.....
Commencement Information

I18 Reg. 18 in operation at 1.10.2002, see **reg. 1(1)**

Sealed with the Official Seal of the Department for Employment and Learning on 24th September 2002.

L.S.

R. B. Gamble
A senior officer of the
Department for Employment and Learning

SCHEDULE 1

Regulations 1 and 8

WORKFORCE AGREEMENTS

1. An agreement is a workforce agreement for the purposes of these Regulations if the following conditions are satisfied –

- (a) the agreement is in writing;
- (b) it has effect for a specified period not exceeding five years;
- (c) it applies either –
 - (i) to all of the relevant members of the workforce, or
 - (ii) to all of the relevant members of the workforce who belong to a particular group;
- (d) the agreement is signed –
 - (i) in the case of an agreement of the kind referred to in sub-paragraph (c)(i), by the representatives of the workforce, and in the case of an agreement of the kind referred to in sub-paragraph (c)(ii) by the representatives of the group to which the agreement applies (excluding, in either case, any representative not a relevant member of the workforce on the date on which the agreement was first made available for signature), or
 - (ii) if the employer employed 20 or fewer employees on the date referred to in sub-paragraph (d)(i), either by the appropriate representatives in accordance with that sub-paragraph or by the majority of the employees employed by him;
- (e) before the agreement was made available for signature, the employer provided all the employees to whom it was intended to apply on the date on which it came into operation with copies of the text of the agreement and such guidance as those employees might reasonably require in order to understand it fully.

Commencement Information

I19 Sch. 1 para. 1 in operation at 1.10.2002, see [reg. 1\(1\)](#)

2. For the purposes of this Schedule –

“a particular group” is a group of the relevant members of a workforce who undertake a particular function, work at a particular workplace or belong to a particular department or unit within their employer’s business;

“relevant members of the workforce” are all of the employees employed by a particular employer, excluding any employee whose terms and conditions of employment are provided for, wholly or in part, in a collective agreement;

“representatives of the workforce” are employees duly elected to represent the relevant members of the workforce, “representatives of the group” are employees duly elected to represent the members of a particular group, and representatives are “duly elected” if the election at which they were elected satisfied the requirements of paragraph 3 of this Schedule.

Commencement Information

I20 Sch. 1 para. 2 in operation at 1.10.2002, see [reg. 1\(1\)](#)

3. The requirements concerning elections referred to in paragraph 2 are that –

- (a) the number of representatives to be elected is determined by the employer;

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

- (b) the candidates for election as representatives of the workforce are relevant members of the workforce, and the candidates for election as representatives of a group are members of the group;
- (c) no employee who is eligible to be a candidate is unreasonably excluded from standing for election;
- (d) all the relevant members of the workforce are entitled to vote for representatives of the workforce, and all the members of a particular group are entitled to vote for representatives of the group;
- (e) the employees entitled to vote may vote for as many candidates as there are representatives to be elected;
- (f) the election is conducted so as to secure that –
 - (i) so far as is reasonably practicable, those voting do so in secret, and
 - (ii) the votes given at the election are fairly and accurately counted.

Commencement Information

I21 Sch. 1 para. 3 in operation at 1.10.2002, see [reg. 1\(1\)](#)

SCHEDULE 2

Regulation 11

PART I

AMENDMENTS TO PRIMARY LEGISLATION

1. In Schedule 11 to the Social Security Contributions and Benefits (Northern Ireland) Act 1992⁽¹⁴⁾ (circumstances in which periods of entitlement to statutory sick pay do not arise) –
 - (a) in paragraph 2, omit sub-paragraph (b), and
 - (b) omit paragraph 4.

Commencement Information

I22 Sch. 2 para. 1 in operation at 1.10.2002, see [reg. 1\(1\)](#)

- 2.—(1) The 1996 Order is amended in accordance with sub-paragraphs (2) to (16).
- (2) In Article 2(3) (Interpretation – general), after the definition of “job” insert –
 - ““limited-term contract” means a contract of employment whereby –
 - (a) the employment under the contract is not intended to be permanent, and
 - (b) provision is accordingly made in the contract for it to terminate by virtue of a limiting event.”; and
 - ““limiting event”, in relation to a contract of employment means –
 - (a) in the case of a contract for a fixed-term, the expiry of the term,

⁽¹⁴⁾ 1992 c. 7. Amendments have been made to paragraph 2 of Schedule 11 which are not relevant to these Regulations

Changes to legislation: *There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes*

- (b) in the case of a contract made in contemplation of the performance of a specific task, the performance of the task, and
 - (c) in the case of a contract which provides for its termination on the occurrence of an event (or the failure of an event to occur), the occurrence of the event (or the failure of the event to occur).”.
- (3) In Article 61 (exclusions from the right to guarantee payment) omit paragraph (2).
- (4) In Article 97 (exclusions from the right to remuneration during suspension on medical grounds), omit paragraph (2).
- (5) In Article 118 (rights of employer and employee to minimum notice) omit paragraph (5).
- (6) In Article 124 (right to written statement of reasons for dismissal) –
- (a) in paragraph (1), for sub-paragraph (c) substitute –
 - “(c) if the employee is employed under a limited-term contract and the contract terminates by virtue of the limiting event without being renewed.”; and
 - (b) in paragraph (6), for sub-paragraph (c) substitute –
 - “(c) in relation to an employee who is employed under a limited-term contract which terminates by virtue of the limiting event without being renewed under the same contract, means the date on which the termination takes effect.”.
- (7) In Article 127 (circumstances in which an employee is dismissed), in paragraph (1), for sub-paragraph (b) substitute –
- “(b) he is employed under a limited-term contract that terminates by virtue of the limiting event without being renewed, or”.
- (8) In Article 129(1) (effective date of termination), for sub-paragraph (c) substitute –
- “(c) in relation to an employee who is employed under a limited-term contract which terminates by virtue of the limiting event without being renewed, means the date on which the termination takes effect.”
- (9) In Article 137 (redundancy as unfair dismissal) in paragraph (1)(c)(15) (which requires one of a specified group of paragraphs to apply for a person to be treated as unfairly dismissed) for the words “(2) to (7C)” substitute “(3) to (7D)”.
- (10) In that Article, after paragraph (7C) insert –
- “(7D) This paragraph applies if the reason (or, if more than one, the principal reason) for which the employee was selected for dismissal was one specified in paragraph (3) of regulation 6 of the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002 (unless the case is one to which paragraph (4) of that regulation applies).”.
- (11) In Article 140(16) (exclusion of right not to be unfairly dismissed: qualifying period of employment) in paragraph (3) (cases where no qualifying period of employment is required) omit “or” at the end of sub-paragraph (k) and after sub-paragraph (l) insert – “or
- (m) paragraph (1) of regulation 6 of the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002 applies.”.

(15) Article 137 has been amended on a number of occasions to specify additional circumstances in which an employee dismissed by reason of redundancy is to be regarded as unfairly dismissed; paragraph (7A) was inserted by Article 18 and paragraph 2 to Schedule 5 of S.I. 1999/2790 (N.I. 9); paragraph (7B) was inserted by regulation 30(1) of S.I. 1999/3323; paragraph (7C) was inserted by regulation 10 and paragraph 1(1) of the Schedule to S.R. 2000 No. 219; other amendments have been made to Article 137 not relevant to these Regulations

(16) Article 140(1) was amended by the Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order (Northern Ireland) 1999 S.R. 1999 No. 277, paragraph 5, reducing the qualifying period from two years to one year. Article 140(3) has been amended on a number of occasions to specify additional cases where the qualifying period does not apply

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

(12) In Article 141 (exclusion of right: upper age limit) in paragraph (2)(17) (cases where upper age limit does not apply) omit “or” at the end of paragraph (k) and after paragraph (l) insert – “or

(m) paragraph (1) of regulation 6 of the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002 applies.”.

(13) In Article 171 (circumstances in which an employee is dismissed for the purposes of the right to a redundancy payment), in paragraph (1), for sub-paragraph (b) substitute –

“(b) he is employed under a limited-term contract and that contract terminates by virtue of the limiting event without being renewed, or”.

(14) In Article 180 (relevant date for the purposes of redundancy), in paragraph (2), for sub-paragraph (c) substitute –

“(c) in relation to an employee who is employed under a limited-term contract which terminates by virtue of the limiting event without being renewed, means the date on which the termination takes effect.”.

(15) Articles 240(18), 242(6) and 245(2)(d)(19) (fixed-term contracts: agreement to exclude right to redundancy payment) are repealed.

(16) In Article 245 (restrictions on contracting out), in paragraph (2)(f) for the words from “Article 20(1)(c)” to “Order 1996” substitute –

“the following provisions of Article 20(1) of the Industrial Tribunals (Northern Ireland) Order 1996 (cases where conciliation available) –

(i) sub-paragraph (c) (proceedings under this Order);

(ii) sub-paragraph (i) (proceedings arising out of the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002;

(iii) sub-paragraph (j) (proceedings under those Regulations);”.

Commencement Information

I23 Sch. 2 para. 2 in operation at 1.10.2002, see [reg. 1\(1\)](#)

3. In the Industrial Tribunals (Northern Ireland) Order 1996(20), Article 20(1)(21) (cases where conciliation provisions apply) is amended as follows –

(a) at the end of sub-paragraph (g), omit “or”, and

(b) after sub-paragraph (h), insert – “or

(i) arising out of a contravention, or alleged contravention, of regulation 3 or 6(2) of the Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002; or

(ii) under regulation 9 of those Regulations.”.

(17) Article 141(2) has been amended by [S.R. 1998 No. 386](#), regulation 32(4); [S.I. 1998/1763 \(N.I.17\)](#), Article 10(2); [1998 c. 39](#), Section 26(4); [1999 c. 10](#), paragraph 4(4) of Schedule 3; [S.I. 1999/3323](#), regulation 30(3); and [S.R. 2000 No. 219](#), paragraph 1(3) to the Schedule to specify additional cases where the upper age limit does not apply

(18) Paragraph (1) of Article 240 of the 1996 Order was repealed by the Employment Relations (Northern Ireland) Order 1999, Articles 20(1) and 40 and Schedule 9

(19) Article 245(2)(d) was amended by the Employment Relations (Northern Ireland) Order 1999, Article 40 and Schedule 9

(20) [1996/1921 \(N.I. 18\)](#)

(21) Article 20(1) has been amended on a number of occasions to specify additional proceedings and claims in respect of which the Labour Relations Agency has a duty to conciliate. Paragraph (g) was inserted by regulation 33(2) of [S.I. 1999/3233](#); paragraph (h) was inserted by regulation 10 and paragraph 2 of the Schedule to [S.R. 2000 No. 219](#)

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

Commencement Information

I24 Sch. 2 para. 3 in operation at 1.10.2002, see [reg. 1\(1\)](#)

PART II

TRANSITIONAL PROVISIONS

4. Paragraph 1 of this Schedule applies where the relevant date (as defined in paragraph 3 of Schedule 11 to the Social Security Contributions and Benefits (Northern Ireland) Act 1992⁽²²⁾) falls on or after 1st October 2002.

Commencement Information

I25 Sch. 2 para. 4 in operation at 1.10.2002, see [reg. 1\(1\)](#)

5.—(1) This paragraph applies to the dismissal of an employee employed under a contract for a fixed term of two years or more which consists of the expiry of the term without its being renewed, where the employee has agreed in accordance with Article 240 of the 1996 Order to exclude any right to a redundancy payment in that event.

(2) The repeal of Articles 240, 242(6) and 245(2)(d) of the 1996 Order provided for by paragraph 3(15) of this Schedule shall have effect in relation to a dismissal to which this paragraph applies where the relevant date (within the meaning of Article 180 of the 1996 Order) falls on or after 1st October 2002, unless both the following conditions are satisfied –

- (a) that, where there has been no renewal of the contract, the contract was entered into before 1st October 2002 or, where there have been one or more renewals, the only or most recent renewal was agreed before that date, and
- (b) that the agreement to exclude any right to a redundancy payment was entered into before 1st October 2002.

Commencement Information

I26 Sch. 2 para. 5 in operation at 1.10.2002, see [reg. 1\(1\)](#)

⁽²²⁾ 1992 c. 7. Paragraph 2 of Schedule 11 has been amended by paragraph 42 of Schedule 1 to the Social Security (Incapacity for Work) (Northern Ireland) Order 1994

Changes to legislation: There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

EXPLANATORY NOTE

(This note is not part of the Regulations.)

These Regulations come into operation on 1st October 2002. Part of their effect is to implement Council Directive [99/70/EC\(23\)](#) (normally referred to as the Fixed-term Work Directive) in Northern Ireland.

The Regulations give fixed-term employees the right in principle not to be treated less favourably than permanent employees of the same employer doing similar work. The right, which is exercisable by complaint to an industrial tribunal, applies where the less favourable treatment is on the ground that the employee is fixed-term and is not justified on objective grounds.

The Regulations make provision about what constitutes objective justification.

The Regulations also provide that where a fixed-term employee who has been continuously employed on fixed-term contracts for four years or more is re-engaged on a fixed-term contract without his continuity being broken, the new contract has effect under the law as a permanent contract unless the renewal on a fixed-term basis was objectively justified.

The Regulations make a number of amendments to primary legislation to remove discrimination in statutory rights between fixed-term employees (or certain types of fixed-term employees) and permanent employees.

(23) O.J. No. L175, 10.7.99 p. 43

Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. 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 :

- reg. 18(1) substituted by [S.R. 2008/326 reg. 3\(2\)](#)
- reg. 18(1) substituted by [S.R. 2008/416 reg. 4\(2\)](#)

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

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

- reg. 7(2A) inserted by [S.R. 2020/4 Sch. para. 19](#)
- reg. 7A inserted by [S.R. 2020/4 Sch. para. 20](#)