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STATUTORY RULES OF NORTHERN IRELAND

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**2020 No. 1**

**The Employment Act (Northern Ireland) 2016  
(Commencement No. 3) Order (Northern Ireland) 2020**

**Provisions coming into operation on 27th January 2020**

2. The following provisions of the Act come into operation on 27th January 2020—
- (a) section 1 (Conciliation before and after institution of proceedings);
  - (b) section 2 (Extension of limitation periods to allow conciliation);
  - (c) section 3 (Extended power to define “relevant proceedings” for conciliation purposes);
  - (d) section 5 (Conciliation before and after complaint to Fair Employment Tribunal);
  - (e) section 6 (Extension of time limit to allow conciliation);
  - (f) section 9 (Review of early conciliation);
  - (g) section 11 (Employment judges: industrial tribunals);
  - (h) section 12 (Employment judges: Fair Employment Tribunal);
  - (i) section 23 (Prohibition on disclosure of information held by the Labour Relations Agency);
  - (j) section 25 (Statutory shared parental pay: correction of references);
  - (k) section 26 (References to tribunal jurisdictions to which Articles 17 and 27 of the Employment (Northern Ireland) Order 2003<sup>(1)</sup> apply);
  - (l) section 27 (Repeals), to the extent that it relates to the provisions specified in paragraph (o);
  - (m) Schedule 1 (Conciliation: minor and consequential amendments);
  - (n) Schedule 2 (Extension of limitation periods to allow for conciliation);
  - (o) Schedule 3, only in respect of—
    - (i) Article 20(2) to (5) of the Industrial Tribunals (Northern Ireland) Order 1996<sup>(2)</sup>;
    - (ii) Articles 38(1A), 46(1) and 88 of the Fair Employment and Treatment (Northern Ireland) Order 1998<sup>(3)</sup>;
    - (iii) the Employment (Northern Ireland) Order 2003; and
    - (iv) the Employment Act (Northern Ireland) 2011<sup>(4)</sup>.

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(1) S.I. 2003/2902 (N.I. 15).  
(2) S.I. 1996/1921 (N.I. 18).  
(3) S.I. 1998/3162 (N.I. 21).  
(4) 2011 c. 13 (N.I.).