

SCHEDULE

Regulation 2

AMENDMENTS TO EMPLOYMENT RIGHTS  
LEGISLATION EXTENDING TO NORTHERN IRELAND

**PART 1**

PRIMARY LEGISLATION

**The Employment Rights (Northern Ireland) Order 1996**

1. In Article 111 <sup>M1</sup> (entitlement to parental leave – supplemental) of the Employment Rights (Northern Ireland) Order 1996 <sup>M2</sup>, omit paragraph (3).

**Commencement Information**

**I1** Sch. para. 1 in force at 31.12.2020 in force on IP completion day (in accordance with 2020 c. 1, [Sch. 5 para. 1\(1\)](#)), see [reg. 1\(1\)](#)

**Marginal Citations**

**M1** Article 111 was substituted by Article 9 of, and Part 1 of Schedule 4 to, the [Employment Relations \(Northern Ireland\) Order 1999 \(S.I. 1999/2790 \(N.I. 9\)\)](#).

**M2** [S.I. 1996/1919 \(N.I. 16\)](#).

**The Employment Relations (Northern Ireland) Order 1999**

2. In Article 21 (part-time work: discrimination) of the Employment Relations (Northern Ireland) Order 1999 <sup>M3</sup>, omit paragraph (4).

**Commencement Information**

**I2** Sch. para. 2 in force at 31.12.2020 in force on IP completion day (in accordance with 2020 c. 1, [Sch. 5 para. 1\(1\)](#)), see [reg. 1\(1\)](#)

**Marginal Citations**

**M3** [S.I. 1999/2790 \(N.I. 9\)](#).

**Employment Act 2002**

3. In section 46 (fixed-term work: Northern Ireland) of the Employment Act 2002 <sup>M4</sup>, omit subsection (4).

**Commencement Information**

**I3** Sch. para. 3 in force at 31.12.2020 in force on IP completion day (in accordance with 2020 c. 1, [Sch. 5 para. 1\(1\)](#)), see [reg. 1\(1\)](#)

**Marginal Citations**

**M4** [2002 c. 22](#).

**Status:** This version of this schedule contains provisions that are prospective.

**Changes to legislation:** There are currently no known outstanding effects for the The Employment Rights (Amendment) (Northern Ireland) (EU Exit) Regulations 2019, SCHEDULE. (See end of Document for details)

## Employment Relations Act 2004

4.—(1) Section 43 (information and consultation: Northern Ireland) of the Employment Relations Act 2004 <sup>M5</sup> is amended as follows.

(2) Omit subsection (5).

(3) In subsection (6), for “(2) to (5)” substitute “ (2) to (4) ”.

### Commencement Information

**I4** Sch. para. 4 in force at 31.12.2020 in force on IP completion day (in accordance with [2020 c. 1, Sch. 5 para. 1\(1\)](#)), see [reg. 1\(1\)](#)

### Marginal Citations

**M5** [2004 c. 24](#)

## PART 2

### SECONDARY LEGISLATION

#### Statutory Paternity Pay and Statutory Adoption Pay (Persons Abroad and Mariners) Regulations (Northern Ireland) 2002

5.—(1) The Statutory Paternity Pay and Statutory Adoption Pay (Persons Abroad and Mariners) Regulations (Northern Ireland) 2002 <sup>M6</sup> are amended as follows.

(2) In regulation 3 (treatment of persons in other EEA States as employees)—

(a) in the heading omit “other”;

(b) in sub-paragraph (a) omit the words “other than the United Kingdom”;

(c) in sub-paragraph (b) after “1408/71” insert “ as amended from time to time or Regulation (EC) No 883/2004<sup>M7</sup> of the European Parliament and of the Council of 29 April 2004 as amended from time to time on the coordination of social security systems ”.

(3) In regulation 5 (entitlement to statutory paternity pay where person has worked in an EEA State)—

(a) in paragraph (1)—

(i) in sub-paragraph (b) for “another” substitute “ an ”;

(ii) after sub-paragraph (b) for “the other EEA” substitute “ the EEA ”;

(b) in paragraph (2)—

(i) in sub-paragraph (b) for “another” substitute “ an ”;

(ii) after sub-paragraph (b) for “the other EEA” substitute “ the EEA ”.

(4) In regulation 6 (entitlement to statutory adoption pay where person has worked in an EEA State)—

(a) in sub-paragraph (b) for “another” substitute “ an ”;

(b) after sub-paragraph (b) for “the other EEA” substitute “ the EEA ”.

**Status:** This version of this schedule contains provisions that are prospective.

**Changes to legislation:** There are currently no known outstanding effects for the *The Employment Rights (Amendment) (Northern Ireland) (EU Exit) Regulations 2019, SCHEDULE*. (See end of Document for details)

**Commencement Information**

- I5** Sch. para. 5(2)(c) in force at 5.3.2019, see reg. 1(2)(b)(i)
- I6** Sch. paras. 5(1)(2)(a)(2)(b)(3)(4) in force at 31.12.2020 in force on IP completion day (in accordance with 2020 c. 1, **Sch. 5 para. 1(1)**), see reg. 1(1)

**Marginal Citations**

- M6** S.R.(N.I.) 2002 No. 382; relevant amendments are S.R.(N.I.) 2010 No. 306 and S.R.(N.I.) 2015 No. 146.
- M7** Regulation (EC) 883/2004, of 29 April 2004, of the European Parliament and of the Council on the coordination of social security systems O.J. No. L166, 30.4.04, p.1-123.

PROSPECTIVE

**The Industrial Tribunals (Constitution and Rules of Procedure) Regulations (Northern Ireland) 2005**

<sup>F1</sup>6. ....

- F1** Sch. Pt. 2 para. 6 revoked (27.1.2020) by [The Industrial Tribunals and Fair Employment Tribunal \(Constitution and Rules of Procedure\) Regulations \(Northern Ireland\) 2020 \(S.R. 2020/3\)](#), reg. 1(2), Sch. 4 Pt. 1 (with reg. 18)

PROSPECTIVE

**The Fair Employment Tribunal (Rules of Procedure) Regulations (Northern Ireland) 2005**

<sup>F2</sup>7. ....

- F2** Sch. Pt. 2 para. 7 revoked (27.1.2020) by [The Industrial Tribunals and Fair Employment Tribunal \(Constitution and Rules of Procedure\) Regulations \(Northern Ireland\) 2020 \(S.R. 2020/3\)](#), reg. 1(2), Sch. 4 Pt. 1 (with reg. 18)

**The Statutory Shared Parental Pay (Persons Abroad and Mariners) Regulations (Northern Ireland) 2015**

8.—(1) The Statutory Shared Parental Pay (Persons Abroad and Mariners) Regulations (Northern Ireland) 2015 <sup>M8</sup> are amended as follows.

- (2) In regulation 5 (treatment of persons in other EEA States as employees)—
  - (a) in the heading omit “other”;
  - (b) in sub-paragraph (a) omit “other than the United Kingdom”;
  - (c) in sub-paragraph (b) after “1408/71” insert “ as amended from time to time or Regulation (EC) 883/2004 of the European Parliament and of the Council of 29 April 2004 as amended from time to time on the coordination of social security systems ”.
- (3) In regulation 7 (entitlement to statutory shared parental pay where person has worked in an EEA State)—

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**Changes to legislation:** There are currently no known outstanding effects for the *The Employment Rights (Amendment) (Northern Ireland) (EU Exit) Regulations 2019, SCHEDULE*. (See end of Document for details)

- (a) in paragraph (1)—
  - (i) in sub-paragraph (c) for “another” substitute “ an ”;
  - (ii) after sub-paragraph (c) for “the other EEA” substitute “ the EEA ”;
- (b) in paragraph (2)—
  - (i) in sub-paragraph (c) for “another” substitute “ an ”;
  - (ii) after sub-paragraph (c) for “the other EEA” substitute “ the EEA ”.
- (4) In Schedule 2 (adoptions from overseas) in paragraph 6(1), in the modified version of regulation 7(2)—
  - (a) in sub-paragraph (c) for “another” substitute “ an ”;
  - (b) after sub-paragraph (c) for “the other EEA” substitute “ the EEA ”.

#### Commencement Information

- I7** Sch. para. 8(2)(c) in force at 5.3.2019, see reg. 1(2)(b)(ii)
- I8** Sch. paras. 8(1)(2)(a)(2)(b)(3)(4) in force at 31.12.2020 in force on IP completion day (in accordance with [2020 c. 1](#), [Sch. 5 para. 1\(1\)](#)), see reg. 1(1)

#### Marginal Citations

- M8** S.R.(N.I.) [2015 No. 103](#).

### The Working Time Regulations (Northern Ireland) 2016

- 9.—**(1) The Working Time Regulations (Northern Ireland) 2016 <sup>M9</sup> are amended as follows.
- (2) Regulation 22 (excluded sectors) is amended as follows—
- (a) in paragraph (2) for sub-paragraph (b) substitute—
    - “(b) to workers to whom the Civil Aviation (Working Time) Regulations 2004 <sup>M10</sup> apply.”;
  - (b) in paragraph (3) for the words from “Directive [2002/15/EC](#)” to the end substitute “ the Road Transport (Working Time) Regulations (Northern Ireland) 2005 <sup>M11</sup> apply ”.

#### Commencement Information

- I9** Sch. para. 9 in force at 31.12.2020 in force on IP completion day (in accordance with [2020 c. 1](#), [Sch. 5 para. 1\(1\)](#)), see reg. 1(1)

#### Marginal Citations

- M9** S.R.(N.I.) [2016 No. 49](#).
- M10** [S.I. 2004/756](#).
- M11** S.R.(N.I.) [2005 No. 241](#); amended by S.R.(N.I.) [2007 No. 323](#) and S.R.(N.I.) [2012 No. 169](#).

### The Posted Workers (Enforcement of Employment Rights) Regulations (Northern Ireland) 2016

- 10.—**(1) The Posted Workers (Enforcement of Employment Rights) Regulations (Northern Ireland) 2016 <sup>M12</sup> are amended as follows.
- (2) In regulation 3 (scope of application of Part 2)—

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**Changes to legislation:** There are currently no known outstanding effects for the *The Employment Rights (Amendment) (Northern Ireland) (EU Exit) Regulations 2019*, SCHEDULE. (See end of Document for details)

- (a) in paragraph (2)—
- (i) for the definition of “employer” substitute—
- ““employer” means a service provider established in the United Kingdom or a Member State which posts or hires out workers in a manner described by paragraph 3 of Article 1 of Directive 96/71/EC<sup>M13</sup>”;
- (ii) in the definition of “posted worker in the construction sector”, in sub-paragraph (a), omit “other than the United Kingdom”.
- (b) after paragraph (2) insert—
- “(3) For the purposes of the definition of “employer” in paragraph (2), paragraph 3 of Article 1 of Directive 96/71/EC is to be read as if—
- (a) in point (a)—
- (i) after “post workers to” there were inserted “ the United Kingdom or ”;
- (ii) after “operating in” there were inserted “ the United Kingdom or ”;
- (b) in point (b), after “by the group in” there were inserted “ the United Kingdom or ”;
- (c) in point (c), after “operating in” there were inserted “ the United Kingdom or ”.”
- (3) In regulation 8 (cross-border enforcement of financial administrative penalties and fines) omit “other than the United Kingdom” in each place it occurs.

#### Commencement Information

**I10** Sch. para. 10 in force at 31.12.2020 in force on IP completion day (in accordance with 2020 c. 1, Sch. 5 para. 1(1)), see reg. 1(1)

#### Marginal Citations

**M12** S.R.(N.I.) 2016 No. 242.

**M13** O.J. No. L18, 21.1.1997, p.1.

### [<sup>F3</sup>The Employment Rights (Amendment) (Northern Ireland) (EU Exit) Regulations 2019

**10A.** In Schedule 1 (Industrial Tribunals and Fair Employment Tribunal Rules of Procedure 2020) to the Industrial Tribunals and Fair Employment Tribunal (Constitution and Rules of Procedure) Regulations (Northern Ireland) 2020 omit rule 97 (references to the Court of Justice of the European Union).]

**F3** Sch. Pt. 2 para. 10A inserted (27.1.2020) by *The Industrial Tribunals and Fair Employment Tribunal (Constitution and Rules of Procedure) Regulations (Northern Ireland) 2020* (S.R. 2020/3), reg. 1(2), Sch. 4 Pt. 2 para. 13 (with reg. 18)

## PART 3

### SAVING PROVISION

**11.** The amendments made by Part 1 of this Schedule do not affect the validity of any regulations that came into force before exit day and were made under any of the Acts or Orders amended by that Part.

**Status:** This version of this schedule contains provisions that are prospective.

**Changes to legislation:** There are currently no known outstanding effects for the The Employment Rights (Amendment) (Northern Ireland) (EU Exit) Regulations 2019, SCHEDULE. (See end of Document for details)

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**Commencement Information**

- III** Sch. para. 11 in force at 31.12.2020 in force on IP completion day (in accordance with [2020 c. 1](#), Sch. 5 para. 1(1)), see reg. 1(1)

**Status:**

This version of this schedule contains provisions that are prospective.

**Changes to legislation:**

There are currently no known outstanding effects for the The Employment Rights (Amendment) (Northern Ireland) (EU Exit) Regulations 2019, SCHEDULE.