

---

STATUTORY INSTRUMENTS

---

**1999 No. 2790 (N.I. 9)**

The Employment Relations (Northern Ireland) Order 1999 <sup>F1</sup>

- - - - 12th October 1999

THE EMPLOYMENT RELATIONS  
(NORTHERN IRELAND) ORDER 1999

Introduction Title and commencement (1) This Order may be cited as the Employment Relations...

*Introduction*

1. Title and commencement
2. Interpretation

*Trade Unions*

3. Collective bargaining: recognition
4. Detriment related to trade union membership
5. Blacklists
6. Ballots and notices
7. Training
8. Unfair dismissal connected with recognition: interim relief

*Leave for family reasons, etc.*

9. Maternity and parental leave
10. Time-off for dependants
11. Consequential amendments

*Disciplinary and grievance hearings*

12. Right to be accompanied
13. Complaint to industrial tribunal
14. Detriment and dismissal
15. Interpretation
16. Contracting out and conciliation
17. National security employees

*Other rights of individuals*

18. Unfair dismissal of striking workers

**Changes to legislation:** There are currently no known outstanding effects for the The Employment Relations (Northern Ireland) Order 1999. (See end of Document for details)

- Art. 19 rep. by 2004 NI 19
20. Agreement to exclude dismissal rights
  21. Part-time work: discrimination
  22. Part-time work: code of practice
  23. Code of practice: supplemental
  24. Power to confer rights on individuals

*The Industrial Court, the Agency, Commissioners and Certification Officer*

25. The Industrial Court
26. The Agency: general duty
27. Abolition of Commissioners
28. The Certification Officer for Northern Ireland

*Miscellaneous*

29. Partnerships at work
30. Employment agencies
31. Employment rights: employment outside Northern Ireland
32. Unfair dismissal: special and additional awards
33. Indexation of amounts, etc.
34. Guarantee payments
35. Articles 32 to 34: consequential
36. Compensatory awards, etc.: removal of limits in certain cases
37. Transfer of undertakings
38. National security

*General*

39. Orders and regulations
- Article 40—Repeals

---

SCHEDULES

- Schedule 1—Amendments
- Schedule 2—Amendments
- Schedule 3—Amendments
- Schedule 4—Amendments
- Schedule 5—Amendments
- Schedule 6—Amendments
- Schedule 7—Amendments
- Schedule 8—Amendments
- Schedule 9—Repeals

**Changes to legislation:**

There are currently no known outstanding effects for the The Employment Relations (Northern Ireland) Order 1999.