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STATUTORY INSTRUMENTS

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**1996 No. 1919**

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

PART XI

UNFAIR DISMISSAL

CHAPTER I

RIGHT NOT TO BE UNFAIRLY DISMISSED

*Exclusion of right*

**Qualifying period of employment**

**140.**—(1) Article 126 does not apply to the dismissal of an employee unless he has been continuously employed for a period of not less than two years ending with the effective date of termination.

(2) If an employee is dismissed by reason of any such requirement or recommendation as is referred to in Article 96(2), paragraph (1) has effect in relation to that dismissal as if for the words “two years” there were substituted the words “one month”.

(3) Paragraph (1) does not apply if—

- (a) Article 116 or 128(1) applies,
- (b) paragraph (1) of Article 131 (read with paragraph (2) of that Article) or paragraph (3) of that Article applies,
- (c) paragraph (1) of Article 132 (read with paragraphs (2) and (3) of that Article) applies,
- (d) Article 133 applies,
- (e) Article 134 applies,
- (f) paragraph (1) of Article 135 (read with paragraphs (2) and (3) of that Article) applies,
- (g) Article 136 applies, or
- (h) Article 137 applies.