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**Status:** This version of this cross heading contains provisions that are prospective.  
**Changes to legislation:** There are currently no known outstanding effects for the  
Employment Act (Northern Ireland) 2011, Paragraph 4. (See end of Document for details)

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## SCHEDULES

PROSPECTIVE

### SCHEDULE 3

#### TIME OFF FOR STUDY OR TRAINING

#### **PART 2**

#### RELATED AMENDMENTS TO EMPLOYMENT LAW

##### *The Employment Rights (Northern Ireland) Order 1996 (NI 16)*

**4** After Article 70E (protection from suffering detriment in employment: flexible working) insert—

##### *“Study and training*

**70F.—(1)** An employee has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by the employee's employer done on the ground that the employee—

- (a) made (or proposed to make) an Article 95A application,
- (b) exercised (or proposed to exercise) a right conferred on the employee under Article 95C,
- (c) brought proceedings against the employer under Article 95F, or
- (d) alleged the existence of any circumstance which would constitute a ground for bringing such proceedings.

**(2)** This Article does not apply if the detriment in question amounts to dismissal within the meaning of Part 11.”.

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**Changes to legislation:**

There are currently no known outstanding effects for the Employment Act (Northern Ireland) 2011, Paragraph 4.