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STATUTORY INSTRUMENTS

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**1999 No. 2790**

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

*Other rights of individuals*

**Power to confer rights on individuals**

**24.**—(1) This Article applies to any right conferred on an individual against an employer (however defined) under any of the following—

- (a) the Industrial Relations (Northern Ireland) Order 1992;
- (b) the Trade Union and Labour Relations Order;
- (c) the Employment Rights Order;
- (d) [<sup>F1</sup>the Betting, Gaming, Lotteries and Amusements (Northern Ireland) Order 1985 or] the Shops (Sunday Trading &.) (Northern Ireland) Order 1997;
- (e) this Order;
- (f) any instrument made under section 2(2) of the European Communities Act 1972.
- [<sup>F2</sup>(g) the Employment (Northern Ireland) Order 2002.]
- [<sup>F3</sup>(h) the Employment (Northern Ireland) Order 2003.]

(2) The Department may by order make provision which has the effect of conferring any such right on individuals who are of a specified description.

(3) The reference in paragraph (2) to individuals includes a reference to individuals expressly excluded from exercising the right.

(4) An order under this Article may—

- (a) provide that individuals are to be treated as parties to workers' contracts or contracts of employment;
- (b) make provision as to who are to be regarded as the employers of individuals;
- (c) make provision which has the effect of modifying the operation of any right as conferred on individuals by the order;
- (d) include such consequential provisions as the Department thinks fit.

(5) An order under this Article may make provision in such way as the Department thinks fit, [<sup>F4</sup>including, in particular, amending, excluding or applying (with or without amendment) any statutory provision.]

(6) Article 250(4) of the Employment Rights Order (which is superseded by this Article) shall be omitted.

(7) Any order made or having effect as if made under Article 250(4), so far as effective immediately before the coming into operation of this Article, shall have effect as if made under this Article.

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**Changes to legislation:** There are currently no known outstanding effects for the The Employment Relations (Northern Ireland) Order 1999, Section 24. (See end of Document for details)

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<b>F2</b>	2002 NI 2
<b>F3</b>	2003 NI 15
<b>F4</b>	2004 NI 19

**Changes to legislation:**

There are currently no known outstanding effects for the The Employment Relations (Northern Ireland) Order 1999, Section 24.