

EXPLANATORY MEMORANDUM

THE EMPLOYMENT (NORTHERN IRELAND) ORDER 2003

INTRODUCTION

POLICY OBJECTIVES

BACKGROUND

CONSULTATION

MAIN ELEMENTS OF THE ORDER

COMMENTARY ON PROVISIONS

Article 1: Title and commencement

Article 2: Interpretation

Article 3: Conciliation

Article 4: Power to delegate prescription of forms,

Article 5: Determination without a hearing

Article 6: Practice directions

Article 7: Pre-hearing reviews

Article 8: Costs, expenses and allowances

Article 9: Power to delegate prescription of forms,

Article 10: Determination without a hearing

Article 11: Conciliation

Article 12: Practice directions

Article 13: Pre-hearing reviews and preliminary matters

Article 14: Costs and allowances

Article 15: Statutory dispute resolution procedures

*This Explanatory Memorandum refers to the The
Employment (Northern Ireland) Order 2003 No. 2902*

Article 16: Contracts of employment

Article 17: Non-completion of statutory procedure: adjustment of awards by industrial tribunals

Article 18: Non-completion of statutory procedure: adjustment of awards by Fair Employment Tribunal

Article 19: Complaints about grievances: industrial tribunals

Article 20: Complaints about grievances: Fair Employment Tribunal

Article 21: Consequential adjustment of time limits: industrial tribunals

Article 22: Consequential adjustment of time limits: Fair Employment Tribunal

Article 23: Procedural fairness in unfair dismissal

Article 24: Particulars of procedures relating to discipline or dismissal

Article 25: Removal of exemption for small employers

Article 26: Use of alternative documents to give particulars

Article 27: Failure to give statements of employment particulars, : industrial tribunals

Article 28: Failure to give statements of employment particulars, : Fair Employment Tribunal

Article 29: Unfair dismissal: adjustments under Articles 17 and 27

Article 30: Equal pay questionnaires

Article 31: Union learning representatives

Article 32: Dismissal procedures agreements

Article 33: Deputy Certification Officer

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COMMENCEMENT