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STATUTORY RULES OF NORTHERN IRELAND

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**2002 No. 298**

**EMPLOYMENT**

**Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002**

*Made - - - - 24th September 2002*  
*Approved by resolution of 23rd September*  
*the Assembly - - 2002*  
*Coming into operation 1st October 2002*

**FIXED-TERM EMPLOYEES (PREVENTION  
OF LESS FAVOURABLE TREATMENT)  
REGULATIONS (NORTHERN IRELAND) 2002**

PART I

GENERAL AND INTERPRETATION

1. Citation, commencement and interpretation
2. Comparable employees

PART II

RIGHTS AND REMEDIES

3. Less favourable treatment of fixed-term employees
4. Objective justification
5. Right to receive a written statement of reasons for less favourable treatment
6. Unfair dismissal and the right not to be subjected to detriment
7. Complaints to industrial tribunals etc.
8. Successive fixed-term contracts
9. Right to receive written statement of variation

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10. Restrictions on contracting out
11. Amendments to primary legislation
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**Changes to legislation:** There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

#### PART IV

#### SPECIAL CLASSES OF PERSON

13. Crown employment
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15. Police service

#### PART V

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16. Apprentices
17. Government training schemes etc.
18. Agency workers  
Signature

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#### SCHEDULE WORKFORCE AGREEMENTS

1

1. An agreement is a workforce agreement for the purposes of...
2. For the purposes of this Schedule – “a particular group”...
3. The requirements concerning elections referred to in paragraph 2 are...

#### SCHEDULE

2

##### PART I — AMENDMENTS TO PRIMARY LEGISLATION

1. In Schedule 11 to the Social Security Contributions and Benefits...
2. (1) The 1996 Order is amended in accordance with sub-paragraphs...
3. In the Industrial Tribunals (Northern Ireland) Order 1996, Article 20(1)...

##### PART II — TRANSITIONAL PROVISIONS

4. Paragraph 1 of this Schedule applies where the relevant date...
5. (1) This paragraph applies to the dismissal of an employee...  
Explanatory Note

**Changes to legislation:**

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**Changes and effects yet to be applied to :**

- reg. 18(1) substituted by [S.R. 2008/326 reg. 3\(2\)](#)
- reg. 18(1) substituted by [S.R. 2008/416 reg. 4\(2\)](#)

**Changes and effects yet to be applied to the whole Rule associated Parts and Chapters:**

Whole provisions yet to be inserted into this Rule (including any effects on those provisions):

- reg. 7(2A) inserted by [S.R. 2020/4 Sch. para. 19](#)
- reg. 7A inserted by [S.R. 2020/4 Sch. para. 20](#)