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STATUTORY INSTRUMENTS

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**2005 No. 872**

The Employment Relations Act 2004 (Commencement  
No.3 and Transitional Provisions) Order 2005

**Transitional Provisions**

**13.** The amendments made to the 1992 Act and the 1996 Act by sections 40 and 41 do not apply in the case of any dismissal where the effective date of termination (within the meaning of section 97 of the 1996 Act) is before the appointed day or in the case of any detriment where the act or deliberate failure to act is before the appointed day.