
EXPLANATORY NOTE

(This note is not part of the Order)

This Order appoints 6th April 2009 as the day upon which the Code of Practice on Disciplinary and Grievance Procedures which is being issued by ACAS under section 199 of the Trade Union and Labour Relations (Consolidation) Act 1992 will come into effect. Article 3 provides that the ACAS Code does not apply in circumstances where the statutory disciplinary and grievance procedures apply. The repeal of the statutory disciplinary and grievance procedures is subject to the transitional arrangements in the Employment Act 2008 (Commencement No. 1 Transitional Provisions and Savings) Order 2008. ([S.I. 2008/3232](#) C.146).

A separate Impact Assessment has not been prepared for the ACAS Code because it is part of a package of legislative and non-legislative measures for the new dispute resolution framework. Please refer to the Employment Bill Impact Assessment published in February 2008 for further details. A copy can be obtained from the Department of Business, Enterprise and Regulatory Reform, Employment Relations Directorate, 1 Victoria Street, London SW1H 0ET or on www.berr.gov.uk. Copies have also been placed in the libraries of both Houses of Parliament.

The Code of Practice replaces the Code of Practice on Disciplinary and Grievance Procedures which came into effect on 1st October 2004.