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STATUTORY RULES OF NORTHERN IRELAND

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**1994 No. 215 (C. 7)**

**INDUSTRIAL RELATIONS**

**Industrial Relations (1993 Order) (Commencement  
No. 2, Order (Northern Ireland) 1994**

*Made - - - - 10th June 1994*

The Department of Economic Development, in exercise of the powers conferred on it by Article 1 of and paragraph 1 of Schedule 7 to the Industrial Relations (Northern Ireland) Order 1993(1) (“the Order of 1993”) and of every other power enabling it in that behalf, hereby makes the following Order:

**Citation**

1. This Order may be cited as the Industrial Relations (1993 Order) (Commencement No. 2) Order (Northern Ireland) 1994.

**Commencement**

2.—(1) Subject to paragraph (2) the provisions of the Order of 1993, not already in operation on 1st July 1994, shall come into operation on that day.

(2) The provisions of the Order of 1993 specified in the Schedule shall not come into operation on 1st July 1994.

**Transitional provisions**

3.—(1) In the Order of 1993 the provisions of Article 3 and Schedule 1 (maternity rights), Schedule 5 (miscellaneous amendments), Schedule 6 (consequential amendments) and Schedule 8 (repeals), in so far as that Article and those Schedules relate to maternity rights, shall have effect only in relation to women whose expected week of childbirth (as defined in the No. 2 Order) begins on or after the 16th October 1994.

(2) The amendments to the No 2 Order made by Article 3 of and Schedule 1 to the Order of 1993 and brought into operation by this Order shall apply to any dismissal where the effective date of termination (as defined in the No. 1 Order) in relation to that dismissal falls on or after 1st July 1994.

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**Status:** This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

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Sealed with the Official Seal of the Department of Economic Development on

L.S.

10th June 1994.

*D. Gibson*  
Under Secretary

## SCHEDULE

Article 2(2)

### **Provisions not being brought into operation by this Order**

Article 10 (application of No. 1 and 2 Orders to armed forces) and the consequential repeal in Schedule 8.

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### **EXPLANATORY NOTE**

*(This note is not part of the Order.)*

This Order brings into operation on 1st July 1994 the provisions of the Industrial Relations (Northern Ireland) Order 1993 (“the Order of 1993”) in Article 3 and Schedule 1 (maternity rights) and certain miscellaneous amendments, consequential amendments and repeals in so far as they relate to maternity rights.

The provisions implement the requirements of Council Directive [92/85/EEC](#) (O.J. No. L348, 28.11.92, p. 1) in relation to maternity leave dismissal on grounds of pregnancy or childbirth and suspensions from work on maternity grounds.

The Order also contains transitional provisions in Article 3.

The only provision of the Order of 1993 still to be commenced is Article. 10 and a consequential repeal in Schedule 8.

### **NOTE AS TO EARLIER COMMENCEMENT ORDERS**

*(This note is not part of the Order.)*

The provisions of the Order of 1993, except Article 3 and Schedule 1 (maternity rights) and Article 10 (applications of No. 1 and 2 Orders to the armed forces) and miscellaneous and consequential provisions in connection with these provisions, were brought into operation on 7th February 1994 by the Industrial Relations (1993 Order) (Commencement No. 1) Order (Northern Ireland) 1993 ([S.R. 1993 No. 476 \(C. 15\)](#)).