

## SCHEDULES

### SCHEDULE 3

#### TIME OFF FOR STUDY OR TRAINING

#### PART 2

#### RELATED AMENDMENTS TO EMPLOYMENT LAW

*The Employment Rights (Northern Ireland) Order 1996 (NI 16)*

6. After Article 135D (unfair dismissal: pension enrolment) insert—

**“Study and training**

**135E.** An employee who is dismissed is to be regarded for the purposes of this Part as unfairly dismissed if the reason (or, if more than one, the principal reason) for the dismissal is that the employee—

- (a) made (or proposed to make) an Article 95A application,
- (b) exercised (or proposed to exercise) a right conferred on the employee under Article 95C,
- (c) brought proceedings against the employer under Article 95F, or
- (d) alleged the existence of any circumstance which would constitute a ground for bringing such proceedings.”.