

*These notes refer to the Work and Families Act (Northern Ireland)
2015 (c.1) which received Royal Assent on 8th January 2015*

Work and Families Act (Northern Ireland) 2015

EXPLANATORY NOTES

COMMENTARY ON SECTIONS

Part 3: Time Off Work: Ante-Natal Care, Adoption Appointments

Section 15: Time off work to accompany to ante-natal appointments

Article 85ZF: Complaint to industrial tribunal

Article 85ZF(1) provides that an employee who is unreasonably refused time off by an employer may present a complaint to an industrial tribunal. The complaint must be made within the designated time limit in *paragraph (2)* (usually three months). If the complaint is substantiated the tribunal, per *paragraph (3)*, must make an order to this effect and must award compensation calculated in accordance with *paragraphs (4) to (7)* of twice the hourly pay of the employee for the period of absence.