
STATUTORY INSTRUMENTS

1996 No. 1919

The Employment Rights (Northern Ireland) Order 1996

PART IX

MATERNITY RIGHTS

Right to return to work

Employee dismissed at or after end of maternity leave period

116.—(1) This Article applies where an employee has the right to return to work conferred by Article 111 and either—

- (a) her maternity leave period ends by reason of dismissal, or
- (b) she is dismissed after the end of her maternity leave period, otherwise than in the course of attempting to return to work in accordance with her contract in circumstances in which Article 117 applies.

(2) Where this Article applies, the right conferred by Article 111 is exercisable only on the employee repaying any compensation for unfair dismissal, or redundancy payment, paid in respect of the dismissal if the employer requests repayment.