THE EMPLOYMENT RIGHTS
(NORTHERN IRELAND) ORDER 1996

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3. Any reference (express or implied) in this Order or any...
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12. (1) If Article 10 of the Industrial Relations (Northern Ireland)...
### Changes to legislation:
The Employment Rights (Northern Ireland) Order 1996 is up to date with all changes known to be in force on or before 02 June 2020. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. View outstanding changes

### Changes and effects yet to be applied to:
- Sch. 1 words repealed by 2010 c. 13 (N.I.) Sch. 4 Pt. 3 (Amendment could not be applied. The relevant affected text is no longer available.)
- art. 2(2) words inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 1
- art. 71 words substituted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 5
- art. 71(2) words substituted by 2020 c. 7 Sch. 7 para. 21(b)
- art. 72(1) words substituted by 2020 c. 7 Sch. 7 para. 22(a)
- art. 111(3) omitted by S.I. 2019/537 Sch. para. 1
- art. 120(1)(c) words inserted by 2020 c. 7 Sch. 7 para. 23
- art. 121(3)(b) words inserted by 2020 c. 7 Sch. 7 para. 24
- art. 137(1)(c) word substituted by 2020 c. 7 Sch. 7 para. 26(a)
- art. 158(1A) word inserted by 2020 c. 7 Sch. 7 para. 28
- art. 201(5)(a) words substituted by S.I. 2019/146 Sch. para. 257(2)(a)(i)
- art. 201(5)(b) words substituted by S.I. 2019/146 Sch. para. 257(2)(a)(ii)
- art. 201(5)(c) words substituted by S.I. 2019/146 Sch. para. 257(2)(a)(iii)
- art. 201(5)(d) words substituted by S.I. 2019/146 Sch. para. 257(2)(a)(iv)
- art. 201(8B) words substituted by S.I. 2019/146 Sch. para. 257(2)(c)
- art. 228(1)(a) words substituted by S.I. 2019/146 Sch. para. 257(3)(a)(i)
- art. 228(1)(b) words substituted by S.I. 2019/146 Sch. para. 257(3)(a)(ii)
- art. 228(1)(c) words substituted by S.I. 2019/146 Sch. para. 257(3)(a)(iii)
- art. 228(1)(d) words substituted by S.I. 2019/146 Sch. para. 257(3)(a)(iv)
- art. 228(4B) words substituted by S.I. 2019/146 Sch. para. 257(3)(c)
- art. 242(2) word inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 11(a)
- art. 242(8)(d) word inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 11(b)
- art. 245(1)(a) words inserted by 2020 c. 7 Sch. 7 para. 29
- art. 249A omitted by S.I. 2019/469 Sch. 1 para. 13
- art. 251(1) words substituted by 2016 c. 15 (N.I.) s. 24(2)
- art. 251(1A) words inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 12
- art. 251(3)(b) words added by 2016 c. 15 (N.I.) s. 24(4)
- art. 251(5A) words substituted by 2016 c. 15 (N.I.) s. 24(5)

### Changes and effects yet to be applied to the whole Order associated Parts and Chapters:
Whole provisions yet to be inserted into this Order (including any effects on those provisions):
- Pt. 4A inserted by 2016 c. 15 (N.I.) s. 18
- Pt. 7A inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 1
- art. 21(4B) inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 2
- art. 23(1)(zza) inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 3
- art. 70F inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 4
- art. 70G inserted by 2020 c. 7 Sch. 7 para. 20
- art. 71(1C) inserted by 2020 c. 7 Sch. 7 para. 21(a)
- art. 72(8) inserted by 2020 c. 7 Sch. 7 para. 22(b)
- art. 95F(5A) inserted by 2016 c. 15 (N.I.) Sch. 2 para. 32
- art. 135E inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 6
- art. 135G inserted by 2020 c. 7 Sch. 7 para. 25
- art. 137(6D) inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 7
- art. 137(7N) inserted by 2020 c. 7 Sch. 7 para. 26(b)
– art. 140(3)(fj) inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 8
– art. 140(3)(fl) inserted by 2020 c. 7 Sch. 7 para. 27
– art. 143(2)(ddd) inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 9
– art. 144(2)(ddd) inserted by 2011 c. 13 (N.I.) Sch. 3 Pt. 2 para. 10
– art. 201(8ZA) inserted by S.I. 2019/146 Sch. para. 257(2)(b)
– art. 228(4ZA) inserted by S.I. 2019/146 Sch. para. 257(3)(b)
– art. 251(1B)(1C) inserted by 2016 c. 15 (N.I.) s. 24(3)
– art. 251(5B) inserted by 2016 c. 15 (N.I.) s. 24(6)
– art. 251(7)-(9) added by 2016 c. 15 (N.I.) s. 24(7)