
EXPLANATORY NOTE

(This note is not part of the Order.)

By this Order, which comes into operation on 8th March 2001, the Department of Higher and Further Education, Training and Employment directs that Article 112(1) of the Employment Rights (Northern Ireland) Order 1996 be added to the list in Article 20(1)(c) of the Industrial Tribunals (Northern Ireland) Order 1996 and specifies Article 44B of, and paragraph 156 of Schedule 1A to the Trade Union and Labour Relations (Northern Ireland) Order 1995 (“the 1995 Order”) as provisions to which Article 20(1)(e) of the Industrial Tribunals (Northern Ireland) Order 1996 applies.

The effect of so directing or specifying in relation to a provision is that the provisions of Article 20 providing for the Labour Relations Agency to conciliate between the parties, or possible parties, to proceedings before industrial tribunals are applied in relation to proceedings arising out of a contravention, or alleged contravention, of the provision.

Article 112(1) of the Employment Rights (Northern Ireland) Order 1996 protects employees entitled to parental leave against being prevented from taking the leave or having it unreasonably postponed.

Article 44B of the 1995 Order gives trade unions recognised pursuant to Schedule 1A to that Order a right to be consulted by the employer about the training of workers within the bargaining unit provided a method for the conduct of collective bargaining has been prescribed by the Industrial Court and has not been varied or replaced.

Paragraph 156 of Schedule 1A to the 1995 Order gives workers the right not to be subjected to detriment on certain grounds connected with the operation of the provisions of the Schedule. The provisions deal with recognition and derecognition of trade unions for the purposes of collective bargaining.