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STATUTORY RULES OF NORTHERN IRELAND

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**2002 No. 298**

**Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002**

**PART III**

**MISCELLANEOUS**

**Restrictions on contracting out**

**10.** Article 245 of the 1996 Order<sup>(1)</sup> (restrictions on contracting out) shall apply in relation to these Regulations as if they were contained in that Order.

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**Commencement Information**

**11** Reg. 10 in operation at 1.10.2002, see [reg. 1\(1\)](#)

**Amendments to primary legislation**

**11.** The amendments in Part I of Schedule 2 to these Regulations shall have effect subject to the transitional provisions in Part II of the Schedule.

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**Commencement Information**

**12** Reg. 11 in operation at 1.10.2002, see [reg. 1\(1\)](#)

**Liability of employers and principals**

**12.—(1)** Anything done by a person in the course of his employment shall be treated for the purposes of these Regulations as also done by his employer, whether or not it was done with the employer's knowledge or approval.

(2) Anything done by a person as agent for the employer with the authority of the employer shall be treated for the purposes of these Regulations as also done by the employer.

(3) In proceedings under these Regulations against any person in respect of an act alleged to have been done by an employee of his, it shall be a defence for that person to prove that he took such steps as were reasonably practicable to prevent the employee from –

- (a) doing that act; or
- (b) doing, in the course of his employment, acts of that description.

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(1) Article 245 was amended by the Employment Rights (Dispute Resolution) (Northern Ireland) Order 1998 (N.I. 8) and by the Employment Relations (Northern Ireland) Order 1999, Article 40 and Schedule 9

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**Changes to legislation:** *There are outstanding changes not yet made by the legislation.gov.uk editorial team to Fixed-term Employees (Prevention of Less Favourable Treatment) Regulations (Northern Ireland) 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes*

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**Commencement Information**

**I3** Reg. 12 in operation at 1.10.2002, see [reg. 1\(1\)](#)

**Changes to legislation:**

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**Changes and effects yet to be applied to the whole Rule associated Parts and Chapters:**

Whole provisions yet to be inserted into this Rule (including any effects on those provisions):

- reg. 7(2A) inserted by [S.R. 2020/4 Sch. para. 19](#)
- reg. 7A inserted by [S.R. 2020/4 Sch. para. 20](#)