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DRAFT STATUTORY INSTRUMENTS

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**2003 No. (N.I. )**

**NORTHERN IRELAND**

**The Employment (Northern Ireland) Order 2003**

*Made - - - - 2003  
Coming into operation in accordance with Article  
1(2)*

**ARRANGEMENT OF ORDER**

**PART I**

**INTRODUCTORY**

1. Title and commencement
2. Interpretation

**PART II**

**INDUSTRIAL TRIBUNAL REFORM**

3. Conciliation
4. Power to delegate prescription of forms, etc.
5. Determination without a hearing
6. Practice directions
7. Pre-hearing reviews
8. Costs, expenses and allowances

**PART III**

**FAIR EMPLOYMENT TRIBUNAL REFORM**

9. Power to delegate prescription of forms, etc.
10. Determination without a hearing
11. Conciliation
12. Practice directions
13. Pre-hearing reviews and preliminary matters
14. Costs and allowances

**PART IV**

**DISPUTE RESOLUTION, ETC.**

*Statutory procedures*

15. Statutory dispute resolution procedures
16. Contracts of employment
17. Non-completion of statutory procedure: adjustment of awards by industrial tribunals
18. Non-completion of statutory procedure: adjustment of awards by Fair Employment Tribunal
19. Complaints about grievances: industrial tribunals
20. Complaints about grievances: Fair Employment Tribunal
21. Consequential adjustment of time limits: industrial tribunals
22. Consequential adjustment of time limits: Fair Employment Tribunal
23. Procedural fairness in unfair dismissal

*Employment particulars*

24. Particulars of procedures relating to discipline or dismissal
25. Removal of exemption for small employers
26. Use of alternative documents to give particulars
27. Failure to give statement of employment particulars, etc.: industrial tribunals
28. Failure to give statement of employment particulars, etc.: Fair Employment Tribunal

*General*

29. Unfair dismissal: adjustments under Articles 17 and 27

PART V

MISCELLANEOUS

30. Equal pay: questionnaires
31. Union learning representatives
32. Dismissal procedures agreements
33. Deputy Certification Officer

PART VI

SUPPLEMENTARY

34. Regulations and orders
35. Amendments and repeals

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SCHEDULES:

- Schedule 1 — Statutory dispute resolution procedures
- Schedule 2 — Tribunal jurisdictions to which Article 17 applies
- Schedule 3 — Tribunal jurisdictions to which Article 19 applies
- Schedule 4 — Tribunal jurisdictions to which Article 27 applies
- Schedule 5 — Consequential amendments

*Document Generated: 2023-01-31*

**Draft Legislation:** *This is a draft item of legislation. This draft has since been made as a UK Statutory Instrument: The Employment (Northern Ireland) Order 2003 No. 2902*

## Schedule 6 — Repeals

### Explanatory Note