

## EXPLANATORY NOTE

*(This note is not part of the Order)*

This Order, which comes into force on 1st June 1999, lowers the qualifying period of continuous employment needed to acquire the right not to be unfairly dismissed from two years to one year. It also lowers the qualifying period of continuous employment needed for the entitlement, on request, to a written statement of reasons for dismissal from two years to one year.

The Order contains a transitional provision having the effect that the new qualifying periods will apply to all employees whose effective date of termination, within the meaning of section 97 of the Employment Rights Act 1996, falls on or after 1st June 1999.