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STATUTORY INSTRUMENTS

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**1999 No. 3374**

**The Employment Relations Act 1999 (Commencement  
No. 3 and Transitional Provision) Order 1999**

**Citation and interpretation**

1.—(1) This Order may be cited as the Employment Relations Act 1999 (Commencement No. 3 and Transitional Provision) Order 1999.

(2) In this Order, “the Act” means the Employment Relations Act 1999.

**Commencement**

2. Subject to Article 3, the following provisions of the Act shall come into force on 17th December 1999—

- (a) subsections (1), (2), (3), (5) and (6) of section 34;
- (b) in section 36, subsection (1) (to the extent that it is not already in force) and subsections (2) and (3);
- (c) section 44 and the repeals specified in column 3 of Schedule 9 to the Act, to the extent specified in column 3 of the Schedule to this Order.

**Transitional provision**

3. Section 34 of the Act shall have effect, in relation to the first order made under that section, as if for the reference in subsection (2) to “the previous September” there were substituted a reference to “September 1997”.

16th December 1999

*Alan Johnson,*  
Parliamentary Under Secretary of State for  
Competitiveness,  
Department of Trade and Industry