

## **EXPLANATORY NOTE**

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

This Order brings into force, on 24th April 2000, section 16 of and Schedule 5 to the Employment Relations Act 1999. These provisions amend Part V of the Trade Union and Labour Relations (Consolidation) Act 1992, to provide that an employee is regarded as unfairly dismissed for the purposes of Part X of the Employment Rights Act 1996 if dismissed, in certain circumstances, because he or she took part in official industrial action. The provisions also make consequential amendments to section 105 of the Employment Rights Act 1996 (unfair selection for redundancy). Article 3 of the Order provides that the changes apply only to the dismissal of employees who start to take industrial action beginning on or after 24th April 2000.