Draft Order laid before Parliament under section 236(3) of the Employment Rights Act 1996, for approval by resolution of each House of Parliament.

DRAFT STATUTORY INSTRUMENTS

2012 No. 0000

TERMS AND CONDITIONS OF EMPLOYMENT

The Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order 2012

Made - - - -	***
Coming into force - -	*6th April 2012*

A draft of this Order was laid before Parliament in accordance with section 236(3) of the Employment Rights Act 1996(**1**) and approved by a resolution of each House of Parliament.

Accordingly, the Secretary of State, in exercise of the powers conferred by sections 209(1)(c) and (5) and 236(5) of the Employment Rights Act 1996, makes the following Order:

Citation and commencement

1. This Order may be cited as the Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order 2012 and comes into force on 6th April 2012.

Qualifying period for right to written statement of reasons for dismissal

2. In section 92(3)(**2**) of the Employment Rights Act 1996 for "one year" substitute "two years".

Qualifying period for right to claim unfair dismissal

3. In subsections (1) and (2) of section 108(**3**) of the Employment Rights Act 1996 for "one year" substitute "two years".

(**1**) 1996 c. 18. Section 236(3) was amended by the Employment Relations Act 1999 (c. 26), section 9, Schedule 4, Part 3, paragraphs 5 and 42(1) and (3)(c).

(**2**) Section 92(3) was amended by the Employment Act 2002 (c. 22), section 53, Schedule 7, paragraphs 24 and 31; and the Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order 1999 (S.I. 1999/1436), articles 2 and 5.

(**3**) Section 108(1) and (2) was amended by the Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order 1999 (S.I. 1999/1436), articles 3 to 5.