*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

# 1999 No.

# TERMS AND CONDITIONS OF EMPLOYMENT

## The Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order 1999

*Laid before Parliament in draft*

| | |
|---|---|
| *Made - - - -* | *1999* |
| *Coming into force - -* | *1st June 1999* |

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

Now, therefore, the Secretary of State, in exercise of the powers conferred on him by sections 209(1)(c) and (5), and 236(5) of the Employment Rights Act 1996, hereby makes the following Order:–

**Citation, commencement and interpretation**

**1.**—(1) This Order may be cited as the Unfair Dismissal and Statement of Reasons for Dismissal (Variation of Qualifying Period) Order 1999 and shall come into force on 1st June 1999.

(2) In this Order, "the 1996 Act" means the Employment Rights Act 1996.

**Qualifying period for written statement of reasons for dismissal**

**2.** Section 92(3) of the 1996 Act is varied so that for the reference to "two years" there is substituted a reference to "one year".

**Qualifying period for unfair dismissal**

**3.** Section 108(1) of the 1996 Act is varied so that for the reference to "two years" there is substituted a reference to "one year".

**4.** Section 108(2) of the 1996 Act is varied so that for the reference to ""two years"" there is substituted a reference to ""one year";".

(**1**) 1996 c. 18.