STATUTORY RULES OF NORTHERN IRELAND

2005 No. 152

EMPLOYMENT

Code of Practice (Disciplinary and Grievance Procedures) (Appointed Day) Order (Northern Ireland) 2005

Made - - - -	*22nd March 2005*
Coming into operation	*3rd April 2005*

The Department for Employment and Learning(**1**), in exercise of the powers conferred on it by Articles 90(7) and (17) and 107(3) of the Industrial Relations (Northern Ireland) Order 1992(**2**), and now vested in it(**3**), and of every other power enabling it in that behalf, hereby makes the following Order:

Citation

1. This Order may be cited as the Code of Practice (Disciplinary and Grievance Procedures) (Appointed Day) Order (Northern Ireland) 2005.

Code of practice

2. Subject to Article 3, the Department for Employment and Learning hereby appoints 3rd April 2005 as the day on which there shall come into effect the Code of Practice on Disciplinary and Grievance Procedures, a draft of which was issued by the Agency on 1st April 2004 under Article 90(1) and (7) of the Industrial Relations (Northern Ireland) Order 1992.

Transitional provision

3.—(1) The Code which came into effect on 1st December 2002 by virtue of the Code of Practice (Disciplinary and Grievance Procedures) (Appointed Day) Order (Northern Ireland) 2002(**4**) shall only have effect –

(a) in relation to dismissal and relevant disciplinary action, where the employer first contemplates dismissing or taking such action against the employee before 3rd April 2005; and

(b) in relation to grievances, where –

(**1**) Formerly the Department of Higher and Further Education, Training and Employment; *see*2001 c. 15 (N.I.)
(**2**) S.I.1992/807 (N.I. 5); Article 90 was amended by S.I. 1996/1919 (N.I. 16) and S.I. 2003/2902 (N.I. 15)
(**3**) *See*S.R. 1999 No. 481
(**4**) S.R. 2002 No. 347