

The Employment Rights (NI) Order 1996

“That this Council notes with alarm the growing number of employers, especially in the retail, hospitality and aviation sectors, who are making employees redundant before re-employing them on less-favourable terms and conditions; believes that these employers should instead be focused on supporting their employees through this pandemic; agrees with Unite the union and others that this fire-and-rehire practice makes a mockery of workers’ rights.

This Council therefore calls on the Department for Economy to close this legal loophole as a matter of urgency, for example by amending The Employment Rights (Northern Ireland) Order 1996 to specify that such redundancies should automatically be regarded as unfair dismissals.”

Proposed: Councillor Lyons

Seconder: Councillor Heading

(To be debated by the Council)