

# Employment Rights (NI) Order 1996

Advice for employers in dealing with advance notification of redundancies under the Employment Rights (Northern Ireland) Order 1996.

## What you are required to do

- as an employer, you are required by law to notify the department of a proposal to make redundant 20 or more employees
- you must tell the department before giving notice to terminate an employee's contract of employment in respect of these dismissals
- the notice period is worked out by the number of employees to be made redundant
- if 20 to 99 redundancies may occur at one establishment, you must tell us at least 30 days before the first dismissal
- if 100 or more redundancies may occur at one establishment, you must tell us at least 90 days before the first dismissal
- the department will treat the date on which we receive your completed HR1 form as the date of notification