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STATUTORY RULES OF NORTHERN IRELAND

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**1999 No. 471**

**Maternity and Parental Leave  
etc. Regulations (Northern Ireland) 1999**

**Part II**

**Maternity Leave**

**Requirement to notify intention to return after additional maternity leave**

**12.**—(1) Where, not earlier than 21 days before the end of her ordinary maternity leave period, an employee who is entitled to additional maternity leave is requested in accordance with paragraph (3) by her employer to notify him in writing of—

(a) the date on which childbirth occurred, and

(b) whether she intends to return to work at the end of her additional maternity leave period, the employee shall give the requested notification within 21 days of receiving the request.

(2) The provisions of regulations 19 and 20, in so far as they protect an employee against detriment or dismissal for the reason that she took additional maternity leave, do not apply in relation to an employee who has failed to notify her employer in accordance with paragraph (1).

(3) A request under paragraph (1) shall be—

(a) made in writing, and

(b) accompanied by a written statement—

(i) explaining how the employee may determine, in accordance with regulation 7(4), the date on which her additional maternity leave period will end, and

(ii) warning of the consequences, under paragraph (2), of failure to respond to the employer's request within 21 days of receiving it.