
EXPLANATORY NOTE

(This note is not part of the Order)

This Order commences the majority of provisions of the Work and Families Act (Northern Ireland) 2015.

Article 3 specifies the provisions coming into operation on 15th March 2015. These are commenced for the purposes of making regulations and enabling the parents of children expected to be born or placed for adoption from 5th April 2015 to avail of shared parental leave and pay and associated entitlements for working parents.

Article 4 establishes the operational date for most remaining provisions of the Act as 5th April 2015.

Articles 5 to 7 set out transitional and saving provisions applicable to the provisions in articles 3 and 4.

An impact assessment has not been prepared for this Commencement Order. It commences measures in respect of which impacts were assessed in the document ‘Sharing parental rights, extending flexibility at work – public consultation’, published in May 2013 (www.delni.gov.uk/index/consultation-zone/archived-consultations/archived-consultations-2013/working-parents-rights.htm), and supplemented by a further publication in April 2014 (www.delni.gov.uk/index/publications/equality-good-relations/shared-parental-leave-and-pay.htm).