

---

DRAFT STATUTORY INSTRUMENTS

---

**2010 No. 0000**

**TERMS AND CONDITIONS OF EMPLOYMENT**

The Additional Paternity Leave Regulations 2010

*Made* - - - - *\*\*\*\**  
*Coming into force* *6th April 2010*

THE ADDITIONAL PATERNITY LEAVE REGULATIONS 2010

PART 1

1. Citation, commencement and extent
2. Interpretation
3. Application

PART 2

4. Entitlement to additional paternity leave (birth)
5. Options in respect of leave under regulation 4
6. Notice and evidential requirements for leave under regulation 4
7. Variation or cancellation of leave under regulation 4 before leave period has begun
8. Employer's confirmation of period of leave under regulation 4
9. Commencement of leave under regulation 4
10. Entitlement to additional paternity leave (birth) in the event of the mother's death
11. Options in respect of leave under regulation 4 in the event of the mother's death
12. Notice and evidential requirements for leave under regulation 4 in the event of the mother's death
13. Variation or cancellation of leave under regulation 4 in the event of the mother's death

PART 3

14. Entitlement to additional paternity leave (adoption)
15. Options in respect of leave under regulation 14
16. Notice and evidential requirements for leave under regulation 14

17. Variation or cancellation of leave under regulation 14 before leave period has begun
18. Employer's confirmation of period of leave under regulation 14
19. Commencement of leave under regulation 14
20. Entitlement to additional paternity leave (adoption) in the event of the death of the adopter
21. Options in respect of leave under regulation 14 where the adopter has died
22. Notice and evidential requirements for leave under regulation 14 in the event of the death of the adopter
23. Variation or cancellation of leave under regulation 14 in the event of the death of the adopter

#### PART 4

24. Disrupted placement or death of a child in the course of additional paternity leave
  25. Return to work
  26. Work during an additional paternity leave period
  27. Application of terms and conditions during additional paternity leave
  28. Redundancy during additional paternity leave
  29. Dismissal during additional paternity leave
  30. Early return from additional paternity leave period
  31. Right to return after additional paternity leave
  32. Incidents of the right to return after additional paternity leave
  33. Protection from detriment
  34. Unfair dismissal
  35. Contractual rights to additional paternity leave
  36. Calculation of a week's pay
- Signature  
Explanatory Note