DRAFT STATUTORY INSTRUMENTS

2014 No. XXXX

TERMS AND CONDITIONS OF EMPLOYMENT

The Statutory Shared Parental Pay (General) Regulations 2014

THE STATUTORY SHARED PARENTAL PAY (GENERAL) REGULATIONS 2014

PART 1

- 1. Citation and commencement
- 2. Definitions
- 3. Application

PART 2

- 4. Entitlement of mother to statutory shared parental pay (birth)
- 5. Entitlement of father or partner to statutory shared parental pay (birth)
- 6. Notification and evidential requirements relating to the mother
- 7. Notification and evidential requirements relating to the father or partner
- 8. Variation of number of weeks of pay to be claimed and of periods when pay is to be claimed
- 9. Modification of notice conditions in case of early birth
- 10. Extent of entitlement to statutory shared parental pay (birth)
- 11. When statutory shared parental pay (birth) is not to be paid
- 12. Work during period of payment of statutory shared parental pay (birth)
- 13. Care of child during period of payment of statutory shared parental pay
- 14. Other cases where there is no liability to pay statutory shared parental pay
- Conditions of entitlement to statutory shared parental pay: absence from work
- 16. Entitlement to statutory shared parental pay (birth) in cases relating to death

PART 3

- 17. Entitlement of adopter to statutory shared parental pay (adoption)
- 18. Entitlement of partner to statutory shared parental pay (adoption)
- 19. Notification and evidential requirements relating to the adopter

- 20. Notification and evidential requirements relating to the partner
- 21. Variation of number of weeks of pay to be claimed and of periods when pay is to be claimed
- 22. Extent of entitlement to statutory shared parental pay (adoption)
- 23. When statutory shared parental pay (adoption) is not to be paid
- 24. Work during period of payment of statutory shared parental pay (adoption)
- 25. Care of child during period of payment of statutory shared parental pay
- 26. Other cases where there is no liability to pay statutory shared parental pay
- 27. Conditions of entitlement to statutory shared parental pay: absence from work
- 28. Entitlement to statutory shared parental pay (adoption) in cases relating to death

PART 4

- 29. Conditions relating to employment and earnings of a claimant's partner
- 30. Conditions as to continuity of employment and normal weekly earnings relating to a claimant for statutory shared parental pay (birth)
- 31. Conditions as to continuity of employment and normal weekly earnings in relation to a claimant for statutory shared parental pay (adoption)
- 32. Normal weekly earnings of a claimant for statutory shared parental pay
- 33. Treatment of persons as employees
- 34. Continuous employment
- 35. Continuous employment and unfair dismissal
- 36. Continuous employment and stoppages of work
- 37. Change of employer
- 38. Reinstatement after service with the armed forces etc
- 39. Treatment of two or more employers or two or more contracts of service as one

PART 5

- 40. Weekly rate of payment of statutory shared parental pay
- 41. Statutory shared parental pay and contractual remuneration
- 42. Avoidance of liability for statutory shared parental pay
- 43. Payment of statutory shared parental pay
- 44. Time when statutory shared parental pay is to be paid
- 45. Liability of the Commissioners to pay statutory shared parental pay
- 46. Liability of the Commissioners to pay statutory shared parental pay in case of legal custody or imprisonment
- 47. Payments by the Commissioners
- 48. Persons unable to act
- 49. Service of notices Signature

SCHEDULE — STATUTORY SHARED PARENTAL PAY IN SPECIAL CIRCUMSTANCES

PART 1 — STATUTORY SHARED PARENTAL PAY (BIRTH)

- 1. Entitlement of father or partner to statutory shared parental pay (birth) in the event of the death of M before curtailment
- 2. Notification and variation: death of mother or partner after curtailment

Draft Legislation: This is a draft item of legislation. This draft has since been made as a UK Statutory Instrument: The Statutory Shared Parental Pay (General) Regulations 2014 No. 3051

- 3. (1) In the case where—(a) P, who in connection...
- 4. (1) In the case where—(a) M dies after she...
- 5. (1) In the case where—(a) M dies after she...
- 6. Death of child

PART 2 — STATUTORY SHARED PARENTAL PAY (ADOPTION)

- 7. Entitlement of adopter's partner to statutory shared parental pay (adoption) in the event of the death of adopter before curtailment
- 8. Notification or variation: death of adopter or adopter's partner after curtailment
- 9. (1) In the case where—(a) AP, who in connection...
- 10. (1) In the case where—(a) A dies after A...
- 11. (1) In the case where— (a) A dies after A...
- 12. Death of child or disrupted placement

Explanatory Note