Work and Families Act 2006

CHAPTER 18

WORK AND FAMILIES ACT 2006

Extension of maternity pay period and adoption pay period
1 Maternity pay period
2 Adoption pay period

Additional paternity leave and pay
3 Additional paternity leave: birth
4 Additional paternity leave: adoption
5 Rights during and after additional paternity leave
6 Entitlement to additional statutory paternity pay: birth
7 Entitlement to additional statutory paternity pay: adoption
8 Entitlement to additional statutory paternity pay: general
9 Liability to make payments of additional statutory paternity pay
10 Additional statutory paternity pay: rate and period of pay

Leave and pay related to birth or adoption: further amendments
11 Leave and pay related to birth or adoption: further amendments

Miscellaneous provisions about employment rights
12 Flexible working
13 Annual leave
14 Increase of maximum amount of a week’s pay for certain purposes

Supplementary
15 Repeals
16 Interpretation
17 Corresponding provision for Northern Ireland
18 Financial provisions
19 Commencement
20 Short title and extent

SCHEDULES

SCHEDULE 1 — Leave and pay related to birth or adoption: further amendments

Social Security Act 1989 (c. 24)
1 (1) In Schedule 5 to the Social Security Act 1989...

Finance Act 1989 (c. 26)
2 In section 182 of the Finance Act 1989 (disclosure of...

Social Security Contributions and Benefits Act 1992 (c. 4)
3 In section 1(5) of SSCBA 1992 (which provides for payment...
4 In section 4(1) of SSCBA 1992 (payments treated as remuneration...
5 In section 4C of SSCBA 1992 (power to make provision...
6 In section 35 of SSCBA 1992 (state maternity allowance), in...
7 (1) Section 165 of SSCBA 1992 (the maternity pay period)...
8 (1) Section 166 of SSCBA 1992 (rate of statutory maternity...
9 (1) Section 171 of SSCBA 1992 (interpretation of Part 12)..."statutory..."
10 For the heading to Part 12ZA of SSCBA 1992 (statutory...
11 In Part 12ZA of SSCBA 1992, immediately before section 171ZA...
12 In section 171ZA of SSCBA 1992 (entitlement: birth), in subsections...
13 In section 171ZB of SSCBA 1992 (entitlement: adoption), in subsections...
14 In section 171ZC of SSCBA 1992 (entitlement: general), for...
15 (1) Section 171ZD of SSCBA 1992 (liability to make payments)..."statutory..."
16 (1) Section 171ZE of SSCBA 1992 (rate and period of...
17 Immediately before section 171ZF of SSCBA 1992, insert the heading...
18 In section 171ZF of SSCBA 1992 (restrictions on contracting out),...
19 In section 171ZG of SSCBA 1992 (relationship with contractual...
20 (1) Section 171ZJ of SSCBA 1992 (Part 12ZA: supplementary) is...
21 (1) Section 171ZN of SSCBA 1992 (rate and period of...
22 In section 176 of SSCBA 1992 (parliamentary control), in subsection...
23 In Schedule 13 to SSCBA 1992 (relationship of statutory maternity...

Social Security Administration Act 1992 (c. 5)
24 In section 5 of the Social Security Administration Act 1992...
25 In section 122AA(1) of the Social Security Administration Act 1992...
26 In section 150 of the Social Security Administration Act 1992...
27 In section 163(1) of the Social Security Administration Act 1992...
28 (1) Section 165 of the Social Security Administration Act 1992...
Changes to legislation: Work and Families Act 2006 is up to date with all changes known to be in force on or before 25 April 2019. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details)

Employment Rights Act 1996 (c. 18)

29 In section 27(1) of ERA 1996 (meaning of “wages” etc.),...
30 In section 47C of ERA 1996 (leave for domestic and...
31 In section 71 of ERA 1996 (ordinary maternity leave), for...
32 In section 73 of ERA 1996 (additional maternity leave), for...
33 In section 75A of ERA 1996 (ordinary adoption leave), after...
34 In section 75B of ERA 1996 (additional adoption leave), for...
35 In the heading to section 80A of ERA 1996 (entitlement...
36 In the heading to section 80B of ERA 1996 (entitlement...
37 In section 80D of ERA 1996 (special cases), in subsection...
38 (1) Section 80E of ERA 1996 (Chapter 3: supplemental) is...
39 (1) Section 88 of ERA 1996 (employments with normal working...
40 (1) Section 89 of ERA 1996 (employments without normal working...
41 In section 99 of ERA 1996 (leave for family reasons),...
42 In section 106 of ERA 1996 (replacements), in subsection (2)(a)...
43 In section 235 of ERA 1996 (other definitions), for the...
44 In section 236 of ERA 1996 (orders and regulations), in...

Finance Act 1997 (c. 16)

45 In section 110 of the Finance Act 1997 (obtaining information...

Social Security Contributions (Transfer of Functions, etc.) Act 1999 (c. 2)

46 (1) Section 8 of the Social Security Contributions (Transfer of...
47 In section 11(2)(a) of the Social Security Contributions (Transfer of...
48 In section 14 of the Social Security Contributions (Transfer of...

Finance Act 1999 (c. 16)

49 (1) Sections 132 and 133 of the Finance Act 1999...

Employment Act 2002 (c. 22)

50 (1) Section 7 of the Employment Act 2002 (funding of...
51 In section 8 of the Employment Act 2002 (regulations about...
52 In section 10 of the Employment Act 2002 (powers to...
53 In section 11 of the Employment Act 2002 (penalties: failure...
54 (1) Section 12 of the Employment Act 2002 (penalties: fraud...
55 In section 13 of the Employment Act 2002 (supply: failure...
56 In section 14 of the Employment Act 2002 (supply of...
57 In section 15 of the Employment Act 2002 (use of...
58 In section 55(8) of the Employment Act 2002 (references to...

Proceeds of Crime Act 2002 (c. 29)

59 (1) Section 323 of the Proceeds of Crime Act 2002...

Income Tax (Earnings and Pensions) Act 2003 (c. 1)

60 (1) Section 660 of the Income Tax (Earnings and Pensions)...

Commissioners for Revenue and Customs Act 2005 (c. 11)

61 In Schedule 1 to the Commissioners for Revenue and Customs...
SCHEDULE 2 — Repeals
### Changes to legislation:
Work and Families Act 2006 is up to date with all changes known to be in force on or before 25 April 2019. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

<table>
<thead>
<tr>
<th>Changes and effects yet to be applied to:</th>
</tr>
</thead>
<tbody>
<tr>
<td>– s. 13(2)(g) omitted by S.I. 2019/536 Sch. para. 2(a)</td>
</tr>
<tr>
<td>– s. 13(4)(b) omitted by S.I. 2019/536 Sch. para. 2(b)</td>
</tr>
<tr>
<td>– s. 13(8) words omitted by S.I. 2019/536 Sch. para. 2(c)</td>
</tr>
</tbody>
</table>