
STATUTORY INSTRUMENTS

1999 No. 3312

The Maternity and Parental Leave etc. Regulations 1999

PART III

PARENTAL LEAVE

Entitlement to parental leave

13.—(1) An employee who—

- (a) has been continuously employed for a period of not less than a year; and
- (b) has, or expects to have, responsibility for a child,

is entitled, in accordance with these Regulations, to be absent from work on parental leave for the purpose of caring for that child.

(2) An employee has responsibility for a child, for the purposes of paragraph (1), if—

- (a) he has parental responsibility or, in Scotland, parental responsibilities for the child; or
- (b) he has been registered as the child's father under any provision of section 10(1) or 10A(1) of the Births and Deaths Registration Act 1953⁽¹⁾ or of section 18(1) or (2) of the Registration of Births, Deaths and Marriages (Scotland) Act 1965⁽²⁾.

(3) An employee is not entitled to parental leave in respect of a child born before 15th December 1999, except for a child who is adopted by the employee, or placed with the employee for adoption by him, on or after that date.

⁽¹⁾ 1953 c. 20; sections 10 and 10A were substituted by the Family Law Reform Act 1987 (c. 42), sections 24 and 25.

⁽²⁾ 1965 c. 49; section 18(1) was substituted, and section 18(2) amended, by the Law Reform (Parent and Child) (Scotland) Act 1986 (c. 9).