

---

STATUTORY INSTRUMENTS

---

**1999 No. 3312**

**The Maternity and Parental Leave etc. Regulations 1999**

**PART IV**

**PROVISIONS APPLICABLE IN RELATION  
TO MORE THAN ONE KIND OF ABSENCE**

**Application of terms and conditions during periods of leave**

- 17.** An employee who takes additional maternity leave or parental leave—
- (a) is entitled, during the period of leave, to the benefit of her employer's implied obligation to her of trust and confidence and any terms and conditions of her employment relating to—
    - (i) notice of the termination of the employment contract by her employer;
    - (ii) compensation in the event of redundancy, or
    - (iii) disciplinary or grievance procedures;
  - (b) is bound, during that period, by her implied obligation to her employer of good faith and any terms and conditions of her employment relating to—
    - (i) notice of the termination of the employment contract by her;
    - (ii) the disclosure of confidential information;
    - (iii) the acceptance of gifts or other benefits, or
    - (iv) the employee's participation in any other business.