

## SCHEDULE 2

### DEFAULT PROVISIONS IN RESPECT OF PARENTAL LEAVE

#### *Conditions of entitlement*

1. An employee may not exercise any entitlement to parental leave unless—
  - (a) he has complied with any request made by his employer to produce for the employer's inspection evidence of his entitlement, of the kind described in paragraph 2;
  - (b) he has given his employer notice, in accordance with whichever of paragraphs 3 to 5 is applicable, of the period of leave he proposes to take, and
  - (c) in a case where paragraph 6 applies, his employer has not postponed the period of leave in accordance with that paragraph.
2. The evidence to be produced for the purpose of paragraph 1(a) is such evidence as may reasonably be required of—
  - (a) the employee's responsibility or expected responsibility for the child in respect of whom the employee proposes to take parental leave;
  - (b) the child's date of birth or, in the case of a child who was placed with the employee for adoption, the date on which the placement began, and
  - (c) in a case where the employee's right to exercise an entitlement to parental leave under regulation 15, or to take a particular period of leave under paragraph 7, depends upon whether the child is entitled to a disability living allowance, the child's entitlement to that allowance.