

## SCHEDULE 2

### DEFAULT PROVISIONS IN RESPECT OF PARENTAL LEAVE

#### *Postponement of leave*

6. An employer may postpone a period of parental leave where—
  - (a) neither paragraph 4 nor paragraph 5 applies, and the employee has accordingly given the employer notice in accordance with paragraph 3;
  - (b) the employer considers that the operation of his business would be unduly disrupted if the employee took leave during the period identified in his notice;
  - (c) the employer agrees to permit the employee to take a period of leave—
    - (i) of the same duration as the period identified in the employee’s notice, and
    - (ii) beginning on a date determined by the employer after consulting the employee, which is no later than six months after the commencement of that period;
  - (d) the employer gives the employee notice in writing of the postponement which—
    - (i) states the reason for it, and
    - (ii) specifies the dates on which the period of leave the employer agrees to permit the employee to take will begin and end,and
  - (e) that notice is given to the employee not more than seven days after the employee’s notice was given to the employer.