

**2023 No. 1283 (C. 93)**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Carer's Leave Act 2023 (Commencement) Regulations 2023**

*Made* - - - - *29th November 2023*

The Secretary of State makes these Regulations in exercise of the powers conferred by section 3(3) of the Carer's Leave Act 2023<sup>(a)</sup>.

**Citation and extent**

1.—(1) These Regulations may be cited as the Carer's Leave Act 2023 (Commencement) Regulations 2023.

(2) These Regulations extend to England and Wales, Scotland and Northern Ireland.

**Commencement**

2. The day appointed for the coming into force of section 1, section 2 and the Schedule to the Carer's Leave Act 2023 is 4th December 2023.

29th November 2023

*Kevin Hollinrake*  
Parliamentary Under Secretary of State  
Department for Business and Trade

## EXPLANATORY NOTE

*(This note is not part of the Regulations)*

These Regulations bring into force on 4th December 2023 those provisions of the Carer’s Leave Act 2023 (c. 18) (“the 2023 Act”) which are not already in force. Section 3 of the 2023 Act (Extent, commencement and short title) came into force on Royal Assent (24th May 2023).

Regulation 2 brings into force the following provisions of the 2023 Act: section 1, section 2 and the Schedule. Part 1 of the Schedule creates a statutory entitlement to carer’s leave. It inserts sections 80J-80N into the Employment Rights Act 1996 (c. 18) (“the 1996 Act”) and makes an insertion into section 236(3) of the 1996 Act (orders and regulations subject to affirmative procedure). Part 2 of the Schedule makes related amendments to the 1996 Act and makes an insertion into Schedule 5 to the Income Tax (Earnings and Pensions) Act 2003 (c. 1).

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