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STATUTORY INSTRUMENTS

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**2006 No. 1947 (N.I. 16)**

**NORTHERN IRELAND**

**The Work and Families (Northern Ireland) Order 2006**

*Made* - - - - 19th July 2006  
*Laid* - - - - 26th July 2006  
*Coming into operation in accordance with Article*  
*1(2) and (3)*

**THE WORK AND FAMILIES (NORTHERN IRELAND) ORDER 2006**

*Introduction*

1. Title and commencement
2. Interpretation

*Extension of maternity pay period and adoption pay period*

3. Maternity pay period
4. Adoption pay period

*Additional paternity leave and pay*

5. Additional paternity leave: birth
6. Additional paternity leave: adoption
7. Rights during and after additional paternity leave
8. Entitlement to additional statutory paternity pay: birth
9. Entitlement to additional statutory paternity pay: adoption
10. Entitlement to additional statutory paternity pay: general
11. Liability to make payments of additional statutory paternity pay
12. Additional statutory paternity pay: rate and period of pay

*Leave and pay related to birth or adoption: further amendments*

13. Leave and pay related to birth or adoption: further amendments

**Changes to legislation:** There are currently no known outstanding effects for the *The Work and Families (Northern Ireland) Order 2006*. (See end of Document for details)

*Miscellaneous provisions about employment rights*

14. Flexible working
15. Annual leave
16. Increase of maximum amount of a week's pay for certain purposes

*Supplementary*

17. Repeals  
Signature

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SCHEDULES

SCHEDULE 1 — LEAVE AND PAY RELATED TO BIRTH OR ADOPTION:  
FURTHER AMENDMENTS

— *The Social Security (Northern Ireland) Order 1989 (NI 13)*

1. — *The Social Security Contributions and Benefits (Northern Ireland) Act 1992 (c. 7)*
2. In section 1(5) (which provides for payment by way of...
3. In section 4(1) (payments treated as remuneration and earnings), in...
4. In section 4C (power to make provision in consequence of...
5. In section 35 (state maternity allowance), in subsection (3)(a) (power...
6. (1) Section 161 (the maternity pay period) is amended as...
7. (1) Section 162 (rate of statutory maternity pay) is amended...
8. (1) Section 167 (interpretation of Part XII) is amended as...
9. For the heading to Part XIIZA (statutory paternity pay), substitute...
10. In Part XIIZA, immediately before section 167ZA insert the heading...
11. In section 167ZA (entitlement: birth), in subsections (1) and (4),...
12. In section 167ZB (entitlement: adoption), in subsections (1), (4) and...
13. In section 167ZC (entitlement: general), for “statutory paternity pay” (wherever...
14. (1) Section 167ZD (liability to make payments) is amended as...
15. (1) Section 167ZE (rate and period of statutory paternity pay)...
16. Immediately before section 167ZF insert the heading “ Ordinary and...
17. In section 167ZF (restrictions on contracting out), in subsection (2),...
18. In section 167ZG (relationship with contractual remuneration), at the end...
19. (1) Section 167ZJ (Part XIIZA: supplementary) is amended as follows....
20. (1) Section 167ZN (rate and period of statutory adoption pay)...
21. In section 172 (Assembly control), in subsection (2)(a) (regulations subject...
22. In Schedule 13 (relationship of statutory maternity pay with benefits...  
— *The Social Security Administration (Northern Ireland) Act 1992 (c. 8)*
23. 1992 (c. 8)
24. 1992 (c. 8)
25. 1992 (c. 8)
26. 1992 (c. 8)  
— *The Employment Rights (Northern Ireland) Order 1996 (NI 16)*
27. In Article 2(3) (other definitions), for the definition of “paternity...

28. In Article 59(1) (meaning of “wages” etc.), in sub-paragraph (ca),...
29. In Article 70C (leave for family and domestic reasons), in...
30. In Article 103 (ordinary maternity leave), for paragraph (3) substitute—...
31. In Article 105 (additional maternity leave), for paragraph (3) substitute—...
32. In Article 107A (ordinary adoption leave), after paragraph (2) insert—...
33. In Article 107B (additional adoption leave), for paragraph (3) substitute—...
34. In the heading to Article 112A (entitlement to paternity leave:...
35. In the heading to Article 112B (entitlement to paternity leave:...
36. In Article 112D (special cases), in paragraph (1) for “112A...
37. (1) Article 112E (Chapter III: supplemental) is amended as follows...
38. (1) Article 120 (employments with normal working hours) is amended...
39. (1) Article 121 (employments without normal working hours) is amended...
40. In Article 131 (leave for family reasons), in paragraph (3),...
41. In Article 138 (replacements), in paragraph (2)(a) after “adoption leave”...
42. In Article 251(1A) (orders and regulations – confirmatory procedure) for...
  - *The Social Security Contributions (Transfer of Functions, etc.) (Northern Ireland) Order 1999 (SI 1999/671)*
- 43.
- 44.
45.
  - *The Employment (Northern Ireland) Order 2002 (NI 2)*
- 46.
- 47.
- 48.
- 49.
- 50.

## SCHEDULE 2 — REPEALS

### Explanatory Note

**Changes to legislation:**

There are currently no known outstanding effects for the The Work and Families (Northern Ireland) Order 2006.