



Work and Families Act (Northern Ireland) 2015

CHAPTER 1

WORK AND FAMILIES ACT (NORTHERN IRELAND) 2015

PART 1

DEFINED EXPRESSIONS IN THIS ACT

1. Defined expressions in this Act

PART 2

SHARED RIGHTS TO LEAVE AND PAY

Shared parental leave

2. Shared parental leave
3. Exclusion or curtailment of other statutory rights to leave
4. Abolition of additional paternity leave

Statutory shared parental pay

5. Statutory shared parental pay
6. Exclusion or curtailment of other statutory rights to pay
7. Abolition of additional paternity pay

Other statutory rights

8. Other statutory rights to leave of prospective adopters with whom looked after children are placed
9. Other statutory rights to pay of prospective adopters with whom looked after children are placed
10. Other statutory rights to leave of applicants for parental orders
11. Other statutory rights to pay of applicants for parental orders
12. Statutory paternity pay: notice requirement and period of payment
13. Rate of statutory adoption pay
14. Further amendments

PART 3

TIME OFF WORK: ANTE-NATAL CARE, ADOPTION APPOINTMENTS

15. Time off work to accompany to ante-natal appointments
16. Time off work for ante-natal care: increased amount of award
17. Time off work to attend adoption appointments
18. Right not to be subjected to detriment: agency workers

PART 4

OTHER EMPLOYMENT RIGHTS: MISCELLANEOUS

19. Flexible working: removal of requirement to be a carer
20. Procedure for regulations as to prescribed amount of annual leave

PART 5

GENERAL PROVISIONS

21. Supplementary, incidental and consequential etc. provision
22. Repeals
23. Commencement
24. Short title

SCHEDULES

SCHEDULE 1 — Minor and consequential amendments

Social Security (Northern Ireland) Order 1989 (NI 13)

1. (1) Schedule 5 to the Social Security (Northern Ireland) Order...

Social Security Contributions and Benefits (Northern Ireland) Act 1992 (c. 7)

2. (1) The Contributions and Benefits Act is amended as follows....

Social Security Administration (Northern Ireland) Act 1992 (c. 8)

3. (1) The Social Security Administration (Northern Ireland) Act 1992 is...

The Employment Rights (Northern Ireland) Order 1996 (NI 16)

4. (1) The Employment Rights Order is amended as follows.

Social Security Contributions (Transfer of Functions, etc.) (Northern Ireland) Order 1999 (S.I. 1999/671)

5. (1) The Social Security Contributions (Transfer of Functions, etc.) (Northern...

Employment (Northern Ireland) Order 2002 (NI 2)

6. (1) The Employment (Northern Ireland) Order 2002 is amended as...

Welfare Reform Act (Northern Ireland) 2007 (c. 2)

7. In section 20 of the Welfare Reform Act (Northern Ireland)...

Pensions (No. 2) Act (Northern Ireland) 2008 (c. 1)

8. In section 13 of the Pensions (No2) Act (Northern Ireland)...

SCHEDULE 2 — Repeals