

SCHEDULE

Further amendments to do with parental bereavement leave and pay

PART 1

Principal Amendments

Employment Rights (Northern Ireland) Order 1996

15. The Employment Rights (Northern Ireland) Order 1996 is amended as follows.

16. In Article 2(3) (interpretation)—

(a) at the appropriate place insert—

““parental bereavement leave” means leave under Article 112EA,”;

(b) in the definition of “week”, in paragraph (b), after “112B” insert “, 112EA”.

17. In Article 59(1) (sums included within the meaning of “wages”), after sub-paragraph (cc) insert—

“(cd) statutory parental bereavement pay under Part 12ZD of that Act,”.

18. In Article 70C(2) (right not to be subjected to detriment for prescribed reasons), after sub-paragraph (ca) insert—

“(cb) parental bereavement leave, or”.

19. In Article 107K(3) (rights during and after period of absence on shared parental leave and other kinds of leave)—

(a) at the end of sub-paragraph (d), omit “and”;

(b) after sub-paragraph (e) insert “, and

(f) parental bereavement leave.”.

20.—(1) Article 112C (rights during and after paternity leave) is amended as follows.

(2) In paragraph (2), after sub-paragraph (ba) (but before the “and”) insert—

“(bb) parental bereavement leave,”.

(3) In paragraph (4), after sub-paragraph (ba) insert—

“(bb) parental bereavement leave,”.

21.—(1) Article 120 (liability of employer to pay employee during period of notice: employments with normal working hours) is amended as follows.

(2) In paragraph (1)(c), after “shared parental leave,” insert “parental bereavement leave,”.

(3) In paragraph (2), after “statutory shared parental pay,” insert “parental bereavement pay, statutory parental bereavement pay,”.

22.—(1) Article 121 (effect of notice of termination: employments without normal working hours) is amended as follows.

(2) In paragraph (3)(b), after “shared parental leave,” insert “parental bereavement leave,”.

(3) In paragraph (4), after “statutory shared parental pay,” insert “parental bereavement pay, statutory parental bereavement pay,”.

23. In Article 131(3) (dismissal is unfair if it is because of leave for family reasons), after sub-paragraph (ca) insert—

“(cb) parental bereavement leave, or”.

24.—(1) Article 251 (orders and regulations) is amended as follows.

(2) In paragraph (1A), after “112BAA,” insert “112EA,”.

(3) In paragraph (1B), after “or 67FA” insert “, and the first regulations under Article 112EF,”.