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STATUTORY RULES OF NORTHERN IRELAND

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**2002 No. 377**

**Paternity and Adoption Leave  
Regulations (Northern Ireland) 2002**

**PART III**

**ADOPTION LEAVE**

**Right to return after adoption leave**

**26.**—(1) An employee who returns to work after a period of ordinary adoption leave which was—

- (a) an isolated period of leave, or
- (b) the last of two or more consecutive periods of statutory leave, which did not include any period of additional maternity leave or additional adoption leave or a period of parental leave of more than four weeks,

is entitled to return from leave to the job in which he was employed before his absence.

(2) An employee who returns to work after—

- (a) a period of additional adoption leave, whether or not preceded by another period of statutory leave, or
- (b) a period of ordinary adoption leave not falling within the description in paragraph (1)(a) or (b) above,

is entitled to return from leave to the job in which he was employed before his absence, or, if it is not reasonably practicable for the employer to permit him to return to that job, to another job which is both suitable for him and appropriate for him to do in the circumstances.

(3) The reference in paragraphs (1) and (2) to the job in which an employee was employed before his absence is a reference to the job in which he was employed—

- (a) if his return is from an isolated period of adoption leave, immediately before that period began;
- (b) if his return is from consecutive periods of statutory leave, immediately before the first such period.

(4) This regulation does not apply where regulation 23 applies.