

---

DRAFT STATUTORY INSTRUMENTS

---

**2020 No.**

**TERMS AND CONDITIONS OF EMPLOYMENT**

The Statutory Parental Bereavement  
Pay (General) Regulations 2020

*Made* - - - - - **\*\*\***

*Coming into force in accordance with regulation 1*

THE STATUTORY PARENTAL BEREAVEMENT  
PAY (GENERAL) REGULATIONS 2020

PART 1

GENERAL

1. Citation and commencement
2. Application
3. Interpretation

PART 2

ENTITLEMENT

4. Conditions of entitlement to statutory parental bereavement pay
5. Number of weeks of pay
6. Options in respect of payment of statutory parental bereavement pay
7. Qualifying period
8. Notice and evidence requirements for statutory parental bereavement pay
9. Cases where there is no liability to pay statutory parental bereavement pay
10. Work during period of payment of statutory parental bereavement pay

PART 3

CONDITIONS OF ENTITLEMENT RELATING TO EMPLOYMENT AND EARNINGS

11. Treatment of persons as employees
12. Continuous employment
13. Continuous employment and unfair dismissal
14. Continuous employment and stoppages of work
15. Modification for periods of employment between 25 and 26 weeks
16. Change of employer

**Draft Legislation:** This is a draft item of legislation. This draft has since been made as a UK Statutory Instrument: The Statutory Parental Bereavement Pay (General) Regulations 2020 No. 233

17. Reinstatement after service with the armed forces
18. Treatment of two or more employers or two or more contracts of service as one
19. Normal weekly earnings

#### PART 4

#### PAYMENT OF STATUTORY PARENTAL BEREAVEMENT PAY

20. Weekly rate of payment
  21. Statutory parental bereavement pay and contractual remuneration
  22. Avoidance of liability for statutory parental bereavement pay
  23. Payment of statutory parental bereavement pay
  24. Time when statutory parental bereavement pay is to be paid
  25. Liability of the Commissioners to pay statutory parental bereavement pay
  26. Liability of the Commissioners to pay statutory parental bereavement pay in cases of legal custody or imprisonment
  27. Payments by the Commissioners
  28. Persons unable to act
  29. Service of notices
- Signature  
Explanatory Note