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DRAFT STATUTORY INSTRUMENTS

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**2020 No.**

**TERMS AND CONDITIONS OF EMPLOYMENT**

The Parental Bereavement Leave Regulations 2020

*Made - - - - - \*\*\*  
Coming into force in accordance with regulation 1*

THE PARENTAL BEREAVEMENT LEAVE REGULATIONS 2020

PART 1

GENERAL

1. Citation, commencement and extent
2. Application
3. Interpretation

PART 2

ENTITLEMENT TO PARENTAL BEREAVEMENT LEAVE

4. Entitlement to parental bereavement leave
5. Options in respect of parental bereavement leave
6. Notice requirements for parental bereavement leave
7. Commencement of parental bereavement leave
8. Commencement of other statutory leave

PART 3

TAKING PARENTAL BEREAVEMENT LEAVE

9. Application of terms and conditions during parental bereavement leave
10. Right to return after parental bereavement leave
11. Right to return after parental bereavement leave: supplementary
12. Protection from detriment
13. Unfair Dismissal
14. Calculation of a week's pay for the purposes of Chapter 2 of Part 14 of the 1996 Act

**Draft Legislation:** This is a draft item of legislation. This draft has since been made as a UK Statutory Instrument: *The Parental Bereavement Leave Regulations 2020 No. 249*

## PART 4

### CONTRACTUAL RIGHTS

15. Contractual rights to parental bereavement leave  
Signature  
Explanatory Note