
DRAFT STATUTORY INSTRUMENTS

2024 No.

The Carer's Leave Regulations 2024

Part 4

Contractual Rights

Contractual rights to carer's leave

14. Where an employee is entitled to carer's leave (referred to in this regulation as "the statutory right") and also to a right which corresponds to that right and which arises under the employee's contract of employment or otherwise—

- (a) the employee may not exercise the statutory right and the corresponding right separately but may, in taking the leave for which the two rights provide, take advantage of whichever right is, in any particular respect, the more favourable, and
- (b) the provisions of the 1996 Act and of these Regulations relating to the statutory right apply, subject to any modifications necessary to give effect to any more favourable contractual terms, to the exercise of the composite right described in paragraph (a) as they apply to the exercise of the statutory right.