

*These notes refer to the Children and Families Act 2014
(c.6) which received Royal Assent on 13 March 2014*

CHILDREN AND FAMILIES ACT 2014

EXPLANATORY NOTES

COMMENTARY ON SECTIONS

Part 8 – Time Off Work: Ante-Natal Care Etc

Section 128: Time off work to attend adoption appointments

Section 57ZM: Complaint to employment tribunal

682. This section provides that an employee who is unreasonably refused time off under section 57ZJ or 57ZL to attend an adoption appointment by an employer, or is not paid amounts due under section 57ZK may present a complaint to an employment tribunal within the designated time limits. If the complaint is substantiated, the tribunal must make an order to this effect. The tribunal must also, where the complaint is that time off was refused, award compensation of twice the hourly rate multiplied by the number of hours absence the employee would have been entitled to had it not been refused. If the complaint is that amounts due under section 57ZK are unpaid, the tribunal must also order payment of the unpaid amount.