

Changes to legislation: There are currently no known outstanding effects for the Parental Bereavement (Leave and Pay) Act 2018, Cross Heading: Employment Rights Act 1996. (See end of Document for details)

SCHEDULE

PARENTAL BEREAVEMENT LEAVE AND PAY

PART 3

FURTHER AMENDMENTS TO DO WITH PARENTAL BEREAVEMENT LEAVE AND PAY

Employment Rights Act 1996

20 The Employment Rights Act 1996 is amended as follows.

Commencement Information

I1 [Sch. para. 20](#) in force at 18.1.2020 by [S.I. 2020/45, reg. 2](#)

21 In section 27 (meaning of “wages”), in subsection (1), after paragraph (cc) insert—
“(cd) statutory parental bereavement pay under Part 12ZD of that Act.”.

Commencement Information

I2 [Sch. para. 21](#) in force at 18.1.2020 by [S.I. 2020/45, reg. 2](#)

22 In section 47C (leave for family and domestic reasons), in subsection (2), after paragraph (ca) (but before the “or”), insert—
“(cb) parental bereavement leave.”.

Commencement Information

I3 [Sch. para. 22](#) in force at 18.1.2020 by [S.I. 2020/45, reg. 2](#)

23 In section 75I (rights during and after shared parental leave), in subsection (3)—
(a) at the end of paragraph (d) omit “and”;
(b) at the end of paragraph (e) insert “, and
(f) parental bereavement leave.”

Commencement Information

I4 [Sch. para. 23](#) in force at 18.1.2020 by [S.I. 2020/45, reg. 2](#)

24 (1) Section 80C (rights during and after paternity leave) is amended as follows.
(2) In subsection (2), after paragraph (ba) (but before the “and”) insert—
“(bb) parental bereavement leave.”.
(3) In subsection (4), after paragraph (ba) insert—
“(bb) parental bereavement leave.”.

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Commencement Information

I5 [Sch. para. 24](#) in force at 18.1.2020 by [S.I. 2020/45](#), [reg. 2](#)

- 25 (1) Section 88 (liability of employer to pay employee during period of notice: employments with normal working hours) is amended as follows.
- (2) In subsection (1)(c), after “shared parental leave,” insert “ parental bereavement leave, ”.
- (3) In subsection (2), after “statutory shared parental pay,” insert “ parental bereavement pay, statutory parental bereavement pay, ”.

Commencement Information

I6 [Sch. para. 25](#) in force at 18.1.2020 by [S.I. 2020/45](#), [reg. 2](#)

- 26 (1) Section 89 (effect of notice of termination: employments without normal working hours) is amended as follows.
- (2) In subsection (3)(b), after “shared parental leave,” insert “ parental bereavement leave, ”.
- (3) In subsection (4), after “statutory shared parental pay,” insert “ parental bereavement pay, statutory parental bereavement pay, ”.

Commencement Information

I7 [Sch. para. 26](#) in force at 18.1.2020 by [S.I. 2020/45](#), [reg. 2](#)

- 27 In section 99 (leave for family reasons), in subsection (3), after paragraph (ca) (but before the “or”), insert—
- “(cb) parental bereavement leave,”.

Commencement Information

I8 [Sch. para. 27](#) in force at 18.1.2020 by [S.I. 2020/45](#), [reg. 2](#)

- 28 In section 235 (definitions), in subsection (1)—
- (a) at the appropriate place insert—
- ““parental bereavement leave” means leave under section 80EA;”;
- (b) in the definition of “week”, in paragraph (b), after “80B” insert “ , 80EA ”.

Commencement Information

I9 [Sch. para. 28](#) in force at 18.1.2020 by [S.I. 2020/45](#), [reg. 2](#)

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