
STATUTORY INSTRUMENTS

1999 No. 3312

The Maternity and Parental Leave etc. Regulations 1999

PART III

PARENTAL LEAVE

When parental leave may be taken

- 15.** An employee may not exercise any entitlement to parental leave in respect of a child—
- (a) except in the cases referred to in paragraphs (b) to (d), after the date of the child's fifth birthday;
 - (b) in a case where the child is entitled to a disability living allowance, after the date of the child's eighteenth birthday;
 - (c) in a case where the child was placed with the employee for adoption by him (other than a case where paragraph (b) applies), after—
 - (i) the fifth anniversary of the date on which the placement began, or
 - (ii) the date of the child's eighteenth birthday,whichever is the earlier.
 - (d) in a case where—
 - (i) the provisions set out in Schedule 2 apply, and
 - (ii) the employee would have taken leave on or before a date or anniversary referred to in paragraphs (a) to (c) but for the fact that the employer postponed it under paragraph 6 of that Schedule,after the end of the period to which the leave was postponed.