
STATUTORY INSTRUMENTS

2020 No. 249

The Parental Bereavement Leave Regulations 2020

PART 3

TAKING PARENTAL BEREAVEMENT LEAVE

Calculation of a week's pay for the purposes of Chapter 2 of Part 14 of the 1996 Act

14. Where—

- (a) under Chapter 2 of Part 14 of the 1996 Act, the amount of a week's pay of an employee falls to be calculated by reference to the average rate of remuneration, or the average amount of remuneration, payable to the employee in respect of a period of 12 weeks ending on a particular date (referred to as the "calculation date"),
- (b) during a week in that period, the employee was absent from work on parental bereavement leave, and
- (c) remuneration is payable to the employee in respect of that week under their contract of employment, but the amount payable is less than the amount that would be payable if he or she were working,

that week must be disregarded for the purpose of the calculation and account must be taken of remuneration in earlier weeks so as to bring up to 12 the number of weeks of which account is taken.