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STATUTORY INSTRUMENTS

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**2024 No. 329**

**The Paternity Leave (Amendment) Regulations 2024**

**PART 1**

**General**

**Citation, commencement and extent**

1. These Regulations may be cited as the Paternity Leave (Amendment) Regulations 2024.
2. Parts 1 and 2 come into force on 8th March 2024 and Parts 3 and 4 come into force immediately after Parts 1 and 2 have come into force.
3. These Regulations extend to England and Wales and Scotland.

**Interpretation**

4.—(1) In this Part—

“the 2002 Regulations” means the Paternity and Adoption Leave Regulations 2002(1);

“the 2003 Regulations” means the Paternity and Adoption Leave (Adoption from Overseas) Regulations 2003(2);

“the 2014 Regulations” means the Paternity, Adoption and Shared Parental Leave (Parental Order Cases) Regulations 2014(3).

(2) For the purposes of this Part—

(a) “adopter”—

(i) in relation to children who are placed for adoption, has the same meaning as in regulation 2(1) of the 2002 Regulations;

(ii) in relation to adoption from overseas, has the same meaning as in regulation 4(2) of the 2003 Regulations;

(b) the following expressions have the same meanings as in regulation 2(1) of the 2002 Regulations —

(i) “expected week”;

(ii) “paternity leave”;

(iii) “placed for adoption”;

(c) the following expressions have the same meanings as in regulation 4(2) of the 2003 Regulations—

(i) “adoption from overseas”;

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(1) [S.I. 2002/2788](#), amended by [S.I. 2005/2114](#), [2005/275](#), [2011/1740](#), [2014/2112](#), [2014/3206](#); there are other amendments but none is relevant. Provisions in [S.I. 2002/2788](#) are applied, with modifications, to adoptions from overseas by [S.I. 2003/921](#) and to parental order parents by [S.I. 2014/3096](#).

(2) [S.I. 2003/921](#), amended by [S.I. 2005/2114](#), [2011/1740](#), [2014/3092](#) and [S.S.I. 2011/159](#).

(3) [S.I. 2014/3096](#), amended by [S.I. 2018/1413](#).

- (ii) “enter Great Britain”;
- (iii) “official notification”;
- (d) the following expressions have the same meanings as in regulation 6(a)(iii) of the 2014 Regulations—
  - (i) “Parent A”;
  - (ii) “section 54 parental order parent”;
- (e) a person is matched with a child for adoption in the circumstances specified in regulation 2(4) of the 2002 Regulations.

### **Application**

- 5.—(1) The amendments to the 2002 Regulations in Part 2 have effect only in respect of—
- (a) children whose expected week of birth begins after 6th April 2024;
  - (b) children who are expected to be placed for adoption with the adopter on or after 6th April 2024.
- (2) The amendments to the 2003 Regulations in Part 3 have effect only where the date on which the adopter’s child is expected to enter Great Britain is on or after 6th April 2024.
- (3) The amendments to the 2014 Regulations in Part 4 have effect only in relation to children whose expected week of birth begins after 6th April 2024.

### **Transitional provisions**

- 6.—(1) This regulation applies where, prior to the coming into force of these Regulations, an employee has provided any information, notice or declaration required to exercise an entitlement to paternity leave under the 2002, 2003 or 2014 Regulations.
- (2) Where this regulation applies, the employee is deemed to have complied with any similar requirement to provide such information, notice or declaration under the 2002, 2003 or 2014 Regulations as amended by these Regulations.