



# Protection from Redundancy (Pregnancy and Family Leave) Act 2023

## 2023 CHAPTER 17

### 2 Maternity, adoption and shared parental leave: redundancy

- (1) The Employment Rights Act 1996 is amended as follows.
- (2) In section 74 (maternity leave: redundancy and dismissal), in subsection (1), after “during” insert “, or after,”.
- (3) In section 75C (adoption leave: redundancy and dismissal), in subsection (1), for paragraphs (a) and (b) and the words after paragraph (b) substitute—
  - “(a) redundancy during, or after, an ordinary or additional adoption leave period, or
  - (b) dismissal (other than by reason of redundancy) during an ordinary or additional adoption leave period.”.
- (4) In section 75J (shared parental leave: redundancy and dismissal), in subsection (1), for paragraphs (a) and (b) and the words after paragraph (b) substitute—
  - “(a) redundancy during, or after, a period of leave under that section, or
  - (b) dismissal (other than by reason of redundancy) during a period of leave under that section.”.

#### Commencement Information

II S. 2 in force at 24.7.2023, see s. 3(2)

**Changes to legislation:**

There are currently no known outstanding effects for the Protection from Redundancy (Pregnancy and Family Leave) Act 2023, Section 2.