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STATUTORY RULES OF NORTHERN IRELAND

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**2023 No. 156**

**The Parental Bereavement Leave (No. 2)  
Regulations (Northern Ireland) 2023**

**PART 3**

**TAKING PARENTAL BEREAVEMENT LEAVE**

**Right to return after parental bereavement leave**

**10.**—(1) An employee who returns to work after a period of parental bereavement leave which was—

- (a) an isolated period of parental bereavement leave; or
- (b) the last of two or more consecutive periods of statutory leave which did not include any—
  - (i) period of parental leave of more than four weeks; or
  - (ii) period of statutory leave which when added to any other periods of statutory leave (excluding parental leave) taken in relation to the same child as the period of parental bereavement leave the employee is returning from means that the total amount of statutory leave taken in relation to that child totals more than 26 weeks;

is entitled to return from leave to the job in which the employee was employed before the absence.

(2) An employee who returns to work after a period of parental bereavement leave not falling within the description within paragraph (1)(a) or (b) is entitled to return from leave to the job in which he or she was employed before the absence, or, if it is not reasonably practicable for the employer to permit the employee to return to that job, to another job which is both suitable and appropriate for the employee to do in the circumstances.

(3) The reference in paragraphs (1) and (2) to the job in which the employee was employed before the absence are references to the job in which the employee was employed—

- (a) if the return is from an isolated period of parental bereavement leave, immediately before that period;
- (b) if the return is from consecutive periods of statutory leave, immediately before the first such period.

(4) In this regulation, “parental leave” means leave under regulation 13(1) of the Maternity and Parental Leave etc. Regulations (Northern Ireland) 1999(1).

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**Commencement Information**

**II** Reg. 10 in operation at 29.9.2023, see [reg. 1](#)

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**Changes to legislation:** *There are currently no known outstanding effects for the The Parental Bereavement Leave (No. 2) Regulations (Northern Ireland) 2023, Section 10. (See end of Document for details)*

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