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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: supplementary**

**11.**—(1) The right to return under regulation 10 is a right to return—

- (a) with the employee's seniority, pension and similar rights as they would have been if the employee had not been absent; and
- (b) on terms and conditions not less favourable than those which would have applied if the employee had not been absent.

(2) In the case of accrual of rights under an employment-related benefit scheme within the meaning given by paragraph 7 of Schedule 5 to the Social Security (Northern Ireland) Order 1989, nothing in paragraph (1)(a) above imposes a requirement which exceeds the requirements of paragraphs 5A to 6 of that Schedule<sup>(1)</sup>.

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**Commencement Information**

**11** Reg. 11 in operation at 29.9.2023, see [reg. 1](#)

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(1) Paragraph 5A was inserted by the Pensions (Northern Ireland) Order 2005 (S.I. 2005/255 (N.I. 1), Article 242(1), and amended by S.I.2006/1947 (N.I. 16).

**Status:**

Point in time view as at 29/09/2023.

**Changes to legislation:**

There are currently no known outstanding effects for the The Parental Bereavement Leave (No. 2) Regulations (Northern Ireland) 2023, Section 11.