
STATUTORY RULES OF NORTHERN IRELAND

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⁽¹⁾.

(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).