



# Parental Bereavement (Leave and Pay) Act 2018

## CHAPTER 24

### PARENTAL BEREAVEMENT (LEAVE AND PAY) ACT 2018

- 1 Parental bereavement leave and pay
- 2 Extent, commencement and short title

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#### SCHEDULE — Parental bereavement leave and pay

##### PART 1 — PARENTAL BEREAVEMENT LEAVE

- 1 The Employment Rights Act 1996 is amended as follows.
- 2 After section 80E insert— CHAPTER 4 Parental bereavement leave  
Parental...
- 3 In section 236(3) (orders and regulations subject to affirmative  
procedure),...

##### PART 2 — PARENTAL BEREAVEMENT PAY

- 4 The Social Security Contributions and Benefits Act 1992 is amended...
- 5 After section 171ZZ5 insert— PART 12ZD Statutory parental  
bereavement pay...
- 6 In section 176(1) of that Act (instruments subject to affirmative...

##### PART 3 — FURTHER AMENDMENTS TO DO WITH PARENTAL BEREAVEMENT LEAVE AND PAY

- 7 Social Security Act 1989
- 8 Finance Act 1989
- 9 Social Security Contributions and Benefits Act 1992
- 10 In section 1 (outline of contributory system), in subsection (5),...
- 11 In section 4 (payments treated as remuneration and earnings), in...
- 12 In section 4AA (limited liability partnerships), in subsection (2), for...

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- 13 In section 4C (power to make provision in consequence of...
  - 14 Social Security Administration Act 1992
  - 15 In section 5 (regulations about claims for and payments of...
  - 16 In section 122AA (disclosure of contributions information etc by HMRC),...
  - 17 In section 150 (annual up-rating of benefits), in subsection (1)(j),...
  - 18 In section 163 (general financial arrangements), in subsection (1)(d), for...
  - 19 (1) Section 165 (adjustments between the National Insurance Fund and...
  - 20 Employment Rights Act 1996
  - 21 In section 27 (meaning of “wages”), in subsection (1), after...
  - 22 In section 47C (leave for family and domestic reasons), in...
  - 23 In section 75I (rights during and after shared parental leave),...
  - 24 (1) Section 80C (rights during and after paternity leave) is...
  - 25 (1) Section 88 (liability of employer to pay employee during...
  - 26 (1) Section 89 (effect of notice of termination: employments without...
  - 27 In section 99 (leave for family reasons), in subsection (3),...
  - 28 In section 235 (definitions), in subsection (1)—
  - 29 Social Security Contributions (Transfer of Functions, etc.) Act 1999
  - 30 (1) Section 8 (decisions by officers of Revenue and Customs)...
  - 31 In section 11 (appeals against decisions of officers of Revenue...
  - 32 In section 14 (matters arising as respects decisions), in subsections...
  - 33 Finance Act 1999
  - 34 Finance Act 2000
  - 35 Employment Act 2002
  - 36 (1) Section 7 (funding of employers’ liabilities as regards certain...
  - 37 In section 8 (regulations about payment), in subsections (1) and...
  - 38 In section 10 (powers to require information), in subsections (1)...
  - 39 In section 11 (penalties for failure to comply), in subsection...
  - 40 In section 12 (penalties for fraud or negligence), in subsections...
  - 41 In section 13 (supply of information held by Her Majesty’s...
  - 42 In section 14 (supply of information held by the Secretary...
  - 43 In section 15 (use of information by Her Majesty’s Revenue...
  - 44 In section 55 (short title etc), in subsection (8)—
  - 45 Proceeds of Crime Act 2002
  - 46 Income Tax (Earnings and Pensions) Act 2003
  - 47 (1) Section 660 (taxable benefits: UK benefits - Table A)...
  - 48 (1) Schedule 5 (enterprise management incentives) is amended as follows....
  - 49 Commissioners for Revenue and Customs Act 2005
  - 50 Income Tax Act 2007
  - 51 In section 186A (enterprise investment schemes: the number of employees...
  - 52 In section 257DJ (seed enterprise investment schemes: the number of...
  - 53 In section 257MH (tax relief for social investments: the number...
  - 54 In section 297A (venture capital trusts: the number of employees...
  - 55 Pensions Act 2008
  - 56 Finance Act 2013