
STATUTORY INSTRUMENTS

2008 No. 1966

TERMS AND CONDITIONS OF EMPLOYMENT

**The Maternity and Parental Leave etc. and the Paternity
and Adoption Leave (Amendment) Regulations 2008**

Made - - - - 22nd July 2008

Coming into force - - 23rd July 2008

The Secretary of State for Business, Enterprise and Regulatory Reform makes the following Regulations in exercise of the powers conferred on him by sections 47C(1) and (2), 73(4), (6) and (7), 75(2), 75B(4), (7) and (8), 75D(2) and 99(1) and (2) of the Employment Rights Act 1996⁽¹⁾.

In accordance with section 236(3)(2) of that Act, a draft of these Regulations was laid before Parliament and approved by a resolution of each House of Parliament.

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- (1) 1996 c. 18. Section 47C was inserted by section 9 of and paragraphs 5 and 8 of Part III of Schedule 4 to the Employment Relations Act 1999 (c. 26) and subsection (2) was amended by section 53 of and paragraphs 24 and 26 of Schedule 7 to the Employment Act 2002 (c. 22). Sections 71 to 80 were substituted by section 7 of and Part I of Schedule 4 to the Employment Relations Act 1999. Sections 75A to 75D were inserted by section 3 of the Employment Act 2002. Section 99 was substituted by section 9 of and paragraphs 5 and 16 of Part III of Schedule 4 to the Employment Relations Act 1999 and was amended by section 53 of and paragraphs 24 and 33 of Schedule 7 to the Employment Act 2002. The word “prescribed” in section 47C is defined in subsection (2) of that section, the same word in section 73 is defined in section 75(2) and in section 99 it is defined in subsection (2) of that section. Further amendments have been made to sections 47C, 73, 75B and 99 which are not relevant to these Regulations.
- (2) Section 236(3) of the Employment Rights Act 1996 was amended by paragraphs 5 and 42 of Part III of Schedule 4 to the Employment Relations Act 1999. A further relevant amendment was made by paragraph 44 of Schedule 1 to the Work and Families Act 2006 (c. 18).