
STATUTORY INSTRUMENTS

2024 No. 264

The Maternity Leave, Adoption Leave and Shared Parental Leave (Amendment) Regulations 2024

Amendment of the 2002 Regulations

5. Regulation 23 of the 2002 Regulations (redundancy during adoption leave) is amended as follows—

- (a) in the heading, for “Redundancy during” substitute “Redundancy.”;
- (b) for paragraph (1) substitute—

“(1) This regulation applies where it is not practicable by reason of redundancy for an employer to continue to employ an employee under their existing contract of employment during—

- (a) the statutory adoption leave period, or
- (b) the additional protected period.

(1A) For the purposes of paragraph (1)(b) the additional protected period—

- (a) begins with the day after the last day of the employee’s statutory adoption leave period;
- (b) continues during any period of continuous employment that includes the statutory adoption leave period referred to in sub-paragraph (a); and
- (c) ends immediately before the relevant day.

(1B) For the purposes of paragraph (1A)(c) the relevant day is the day after a period of 18 months beginning with the day the child is placed with the employee for adoption.”.