

*These notes refer to the Work and Families Act (Northern Ireland)
2015 (c.1) which received Royal Assent on 8th January 2015*

Work and Families Act (Northern Ireland) 2015

EXPLANATORY NOTES

COMMENTARY ON SECTIONS

Part 2: Shared Rights to Leave and Pay

Section 5: Statutory shared parental pay

Section 167ZZ4: Relationship with contractual remuneration

Section 167ZZ4 deals with the way in which statutory shared parental pay interacts with contractual remuneration.

Subsection (1) provides that, subject to *subsections (2)* and *(3)*, any entitlement to statutory shared parental pay is not to affect any right of any person in relation to contractual remuneration. *Subsection (2)* specifies that payment of contractual remuneration can be counted as discharging a liability of the employer to pay statutory shared parental pay. Also payment of statutory shared parental pay can be counted as discharging an obligation of the employer to pay contractual remuneration. *Subsection (3)* makes provision for regulations to provide which payments are to be treated as contractual remuneration for the purposes of *subsections (1)* and *(2)*.