



## 2015 CHAPTER 1

### PART 3

#### TIME OFF WORK: ANTE-NATAL CARE, ADOPTION APPOINTMENTS

##### **Time off work for ante-natal care: increased amount of award**

**16.—**(1) The Employment Rights Order is amended as follows.

(2) In Article 85 (complaints to industrial tribunals where time off work for ante-natal care refused to employee), in paragraph (4) (amount of award for unreasonable refusal), for “an amount equal to” substitute “ an amount that is twice the amount of”.

(3) In Article 85ZC (complaints to industrial tribunals where time off work for ante-natal care refused to agency worker), in paragraph (5) (amount of award for unreasonable refusal), for “an amount equal to” substitute “ an amount that is twice the amount of”.

##### **Commencement Information**

**II** S. 16 in operation at 15.3.2015 by S.R. 2015/86, **art. 3(1)(m)** (with **art. 6(2)**)

**Changes to legislation:**

There are currently no known outstanding effects for the Work and Families Act (Northern Ireland) 2015, Section 16.