

Changes to legislation: There are currently no known outstanding effects for the Parental Bereavement (Leave and Pay) Act (Northern Ireland) 2022, Cross Heading: Employment Rights (Northern Ireland) Order 1996. (See end of Document for details)

SCHEDULE **N.I.**

Further amendments to do with parental bereavement leave and pay

PART 1 **N.I.**

Principal Amendments

Employment Rights (Northern Ireland) Order 1996

16. In Article 2(3) (interpretation)—

(a) at the appropriate place insert—

““parental bereavement leave” means leave under Article 112EA,”;

(b) in the definition of “week”, in paragraph (b), after “112B” insert “, 112EA”.

Commencement Information

I1 Sch. para. 16 not in operation at Royal Assent, see [s. 5\(5\)](#)

I2 [Sch. para. 16](#) in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

17. In Article 59(1) (sums included within the meaning of “wages”), after sub-paragraph (cc) insert—

“(cd) statutory parental bereavement pay under Part 12ZD of that Act,”.

Commencement Information

I3 Sch. para. 17 not in operation at Royal Assent, see [s. 5\(5\)](#)

I4 [Sch. para. 17](#) in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

18. In Article 70C(2) (right not to be subjected to detriment for prescribed reasons), after sub-paragraph (ca) insert—

“(cb) parental bereavement leave, or”.

Commencement Information

I5 Sch. para. 18 not in operation at Royal Assent, see [s. 5\(5\)](#)

I6 [Sch. para. 18](#) in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

19. In Article 107K(3) (rights during and after period of absence on shared parental leave and other kinds of leave)—

(a) at the end of sub-paragraph (d), omit “and”;

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- (b) after sub-paragraph (e) insert “, and
(f) parental bereavement leave.”.

Commencement Information

- I7** Sch. para. 19 not in operation at Royal Assent, see [s. 5\(5\)](#)
I8 Sch. para. 19 in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

20.—(1) Article 112C (rights during and after paternity leave) is amended as follows.

- (2) In paragraph (2), after sub-paragraph (ba) (but before the “and”) insert—
“(bb) parental bereavement leave.”.
- (3) In paragraph (4), after sub-paragraph (ba) insert—
“(bb) parental bereavement leave.”.

Commencement Information

- I9** Sch. para. 20 not in operation at Royal Assent, see [s. 5\(5\)](#)
I10 Sch. para. 20 in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

21.—(1) Article 120 (liability of employer to pay employee during period of notice: employments with normal working hours) is amended as follows.

- (2) In paragraph (1)(c), after “shared parental leave,” insert “parental bereavement leave.”.
- (3) In paragraph (2), after “statutory shared parental pay,” insert “parental bereavement pay, statutory parental bereavement pay.”.

Commencement Information

- I11** Sch. para. 21 not in operation at Royal Assent, see [s. 5\(5\)](#)
I12 Sch. para. 21 in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

22.—(1) Article 121 (effect of notice of termination: employments without normal working hours) is amended as follows.

- (2) In paragraph (3)(b), after “shared parental leave,” insert “parental bereavement leave.”.
- (3) In paragraph (4), after “statutory shared parental pay,” insert “parental bereavement pay, statutory parental bereavement pay.”.

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- I13** Sch. para. 22 not in operation at Royal Assent, see [s. 5\(5\)](#)
I14 [Sch. para. 22](#) in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

23. In Article 131(3) (dismissal is unfair if it is because of leave for family reasons), after sub-paragraph (ca) insert—

“(cb) parental bereavement leave, or”.

Commencement Information

- I15** Sch. para. 23 not in operation at Royal Assent, see [s. 5\(5\)](#)
I16 [Sch. para. 23](#) in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

24.—(1) Article 251 (orders and regulations) is amended as follows.

(2) In paragraph (1A), after “112BAA,” insert “112EA,”.

(3) In paragraph (1B), after “or 67FA” insert “, and the first regulations under Article 112EF”.

Commencement Information

- I17** Sch. para. 24 not in operation at Royal Assent, see [s. 5\(5\)](#)
I18 [Sch. para. 24](#) in operation at 23.3.2022 by [S.R. 2022/136](#), [arts. 2, 3](#)

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