

*These notes refer to the Parental Bereavement (Leave and Pay) Act  
(Northern Ireland) 2022 (c.5) which received Royal Assent on 21 March 2022*

# Parental Bereavement (Leave and Pay) Act (Northern Ireland) 2022

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## **EXPLANATORY NOTES**

### **COMMENTARY ON SECTIONS**

#### ***Section 3 – Temporary provision: qualifying employment period for parental pay***

Section 3 provides that the provisions inserted by section 2 (provisions concerning parental bereavement pay) have effect with modifications and that these modifications will remain in place until no later than 5 April 2026 and that they must cease to have effect upon the introduction of miscarriage regulations. The modifications are that, in order to be entitled to statutory parental bereavement pay, the person must have been continuously working for their employer for at least 26 weeks by the end of the week immediately before the one in which the child dies, that the person is still employed by this employer at the time of their child's death and that the person's normal weekly earnings for the period of 8 weeks ending with the relevant week are not less than the lower earnings limit in place at the end of the relevant week.