

## SCHEDULES

### SCHEDULE 1

#### ARTICLES 14 TO 32 OF THE NO. 2 ORDER, AS SUBSTITUTED

##### **Commencement of maternity leave period**

- 15.**—(1) Subject to paragraph (2), an employee's maternity leave period commences with—
- (a) the date which, in accordance with Article 17, she notifies to her employer as the date on which she intends her period of absence from work in exercise of her right to maternity leave to commence; or
  - (b) if earlier, the first day on which she is absent from work wholly or partly because of pregnancy or childbirth after the beginning of the sixth week before the expected week of childbirth.
- (2) Where childbirth occurs before the day with which the employee's maternity leave period would otherwise commence, her maternity leave period shall commence with the day on which childbirth occurs.
- (3) The Department may by order vary either of the provisions of paragraphs (1) and (2).