
STATUTORY RULES OF NORTHERN IRELAND

1999 No. 471

**Maternity and Parental Leave
etc. Regulations (Northern Ireland) 1999**

Part IV

Provisions applicable in relation to more than one kind of absence

Calculation of a week's pay

22. Where—

- (a) under Chapter IV of Part I of the 1996 Order, the amount of a week's pay of an employee falls to be calculated by reference to the average rate of remuneration, or the average amount of remuneration, payable to the employee in respect of a period of twelve weeks ending on a particular date (referred to as "the calculation date");
- (b) during a week in that period, the employee was absent from work on ordinary or additional maternity leave or parental leave, and
- (c) remuneration is payable to the employee in respect of that week under her contract of employment, but the amount payable is less than the amount that would be payable if she were working,

that week shall be disregarded for the purpose of the calculation and account shall be taken of remuneration in earlier weeks so as to bring up to twelve the number of weeks of which account is taken.