
STATUTORY RULES OF NORTHERN IRELAND

2022 No. 237

**The Parental Bereavement Leave (No. 2)
Regulations (Northern Ireland) 2022**

PART 3

TAKING PARENTAL BEREAVEMENT LEAVE

Protection from detriment

12.—(1) An employee is entitled under Article 70C(1) of the 1996 Order not to be subjected to any detriment by any act, or any deliberate failure to act, by an employer because—

- (a) the employee took, sought to take, or made use of the benefits of, parental bereavement leave; or
- (b) the employer believed that the employee was likely to take parental bereavement leave.

(2) For the purposes of paragraph (1)(a), an employee makes use of the benefits of parental bereavement leave if, during a period of parental bereavement leave, the employee benefits from any of the terms and conditions of employment preserved by regulation 9 during that period.

(3) Paragraph (1) does not apply where the detriment in question amounts to a dismissal within the meaning of Part 11 of the 1996 Order.

(1) Article 70C was inserted by [S.I. 1999/2790 \(N.I. 9\)](#), Article 11 and Schedule 4, Part 3, paragraph 3, and amended for relevant purposes by [2015 c. 1 \(N.I.\)](#), section 14(1) and [Schedule 1](#), paragraph 4(5).