

*Draft Regulations laid before Parliament under section 236(3) of the Employment Rights Act 1996,  
for approval by resolution of each House of Parliament.*

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DRAFT STATUTORY INSTRUMENTS

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**2014 No. 0000**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Shared Parental Leave and Paternity and Adoption  
Leave (Adoptions from Overseas) Regulations 2014**

*Made* - - - - *\*\*\**  
*Coming into force* - - *5th April 2015*

A draft of these Regulations was laid before Parliament in accordance with section 236(3) of the Employment Rights Act 1996(1) and approved by a resolution of each House of Parliament.

The Secretary of State, in exercise of the powers conferred by sections 47C(2), 75A(1), (2A) and (2B), 75B(3)(a) and (aa), and (3A), 75D(1)(a) and (2), 75G(1) to (6), 75H(1), (4), (7) to (14), (16), and (17), 75I(1), (4), and (5), 75J, 75K(1) and (6), 80B(2) and (4A), and 99 of the Employment Rights Act 1996(2), makes the following Regulations.

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- (1) 1996 c. 18. Section 236(3) was amended by the Children and Families Act 2014 (c. 6), section 117(2); there are other amending instruments but none is relevant.
- (2) Section 47C was inserted by the Employment Relations Act 1999 (c. 26), Schedule 4, Part 3, paragraphs 5 and 8, and amended by the Children and Families Act 2014, Schedule 7, paragraphs 29 and 31; there are other amending instruments but none is relevant. Sections 75A and 75B were inserted by the Employment Act 2002 (c. 22), section 3, and amended by the Children and Families Act 2014, section 118(4) and (5) respectively. Section 75D was inserted by the Employment Act 2002, section 3; there are amending instruments but none are relevant. Sections 75G to 75K were inserted by the Children and Families Act 2014, section 117(1). Sections 75G and 75H were modified by S.I. 2014/XXXX. Section 80B was inserted by the Employment Act 2002, section 1, and subsection (4A) was inserted by the Children and Families Act 2014, section 118(7); there are other amending instruments but none is relevant. Section 99 was substituted by the Employment Relations Act 1999, Schedule 4, Part 3, paragraphs 5 and 16, and amended by the Children and Families Act 2014, Schedule 7, paragraphs 29 and 39; there are other amending instruments but none is relevant.