

## EXPLANATORY NOTE

*(This note is not part of the Regulations)*

These Regulations amend the Maternity and Parental Leave etc. Regulations 1999.

The Regulations remove a limitation on parental leave so as to permit the leave to be taken at any time before a child's eighteenth birthday. In addition, the Regulations amend the provision on the right to return after maternity and parental leave.

A separate impact assessment has not been prepared for these Regulations. These Regulations are part of a package of legislative measures and the relevant impact assessment is the *Modern Workplaces: shared parental leave and pay administration consultation impact assessment* which was published in February 2013. A copy of that impact assessment can be obtained from the Department for Business, Innovation and Skills, Labour Market Directorate, 1 Victoria Street, London, SW1H 0ET. Copies have also been placed in the libraries of both Houses of Parliament.