

*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 Paternity, Adoption and Shared Parental  
Leave (Parental Order Cases) Regulations 2014

Made - - - - - \*\*\*  
Coming into force - - - - - 1st December 2014

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), (2), (2A), (2B), (3), (6), and (7), 75B(1), (2), (3), (3A), (4), (7) and (8), 75C(1) and (2), 75D, 75G(1) to (6), 75H(1), (4), (7) to (14) and (16), 75I(1), (4) and (5), section 75J, 75K(1), (6) and (7), 80A(5)(aa), 80B(1), (2), (4A) and (5), 80C(1) and (6), 80D(1), 80E and 99 of the Employment Rights Act 1996(2), makes the Regulations.

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- (1) 1996 c. 18. Section 236(3) was amended by the Employment Relations Act 1999 (c. 26), Schedule 4, Part 3, paragraphs 5 and 42, the Employment Act 2002 (c. 22), Schedule 7, paragraphs 24 and 49, the Work and Families Act 2006(c. 18), Schedule 1, paragraphs 29 and 44, and 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. Paragraphs (ba) and (ca) were inserted into section 47(2) by the Employment Act 2002, Schedule 7, paragraphs 24 and 26, and paragraph (ca) was substituted by the Work and Families Act 2006, Schedule 1, paragraph 30, and amended by the Children and Families Act 2014, Schedule 7, paragraphs 29 and 31. Paragraph (bb) was inserted into section 47C(2) by the Children and Families Act 2014, Schedule 7, paragraphs 29 and 31; there are other amending instruments but none is relevant. Sections 75A to 75D were inserted by the Employment Act 2002, section 3. Section 75A(2A) was inserted by the Work and Families Act 2006, schedule 1, paragraph 33. Section 75A(2A) was amended by, and section 75A(2B) was inserted by, the Children and Families Act 2014, section 118(1) and (4); there are other amending instruments but none is relevant. Subsection (3) of section 75B was substituted by the Work and Families Act 2006, Schedule 1, paragraph 34. Subsection (3)(a) of section 75B was amended by, and subsections (3)(aa) and (3A) were inserted by, section 118(5) of the Children and Families Act 2014. Section 75A and 75B are applied to parental order parents and modified by S.I. 2014/[ ]. Section 75D(1A) was inserted by the Children and Families Act 2014, section 122(3). Sections 75G to 75K were inserted by the Children and Families Act 2014, section 117(1). Sections 75G and 75H are applied to parental order parents and modified by S.I. 2014. Sections 80A to 80E were inserted by the Employment Act 2002, section 1. Section 80B(4A) was inserted by the Children and Families Act 2014, section 118(7). Sections 80A and 80B is applied to parental order parents and modified by S.I. 2014/[ ], Schedule 2. Section 99 was substituted by the Employment Relations Act 1999, Schedule 4, part 3, paragraphs 5 and 16. Subsection (3)(aa) was inserted by the Children and Families Act 2014, section 127(2)(b). Paragraphs (ba) and (ca) were inserted into section 99(3) by the Employment Act 2002, Schedule 7, paragraphs 24 and 33, and paragraph (ca) was substituted by the Work and Families Act 2006, Schedule 1, paragraph 41, and amended by the Children and Families Act 2014, Schedule 7, paragraphs 29 and 39. Paragraph (bb) was inserted into section 99(3) by the Children and Families Act 2014 (c.6), sections Schedule 7, paragraphs 29 and 39.