
DRAFT STATUTORY INSTRUMENTS

2014 No.

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

PART 2

PARENTAL ORDER PARENTS: PATERNITY AND ADOPTION LEAVE

14. Regulations 16 (options in respect of ordinary adoption leave) and 17 (notice and evidential requirements for ordinary adoption leave) of the Leave Regulations as they apply to parental order parents shall read as if the wording of those regulations were—

“Commencement of ordinary adoption leave

16.—(1) Except in a case referred to in paragraph (2), an employee’s period of ordinary adoption leave begins on the day on which the child is born.

(2) In a case where the employee is at work on the date on which the child is born the employee’s leave begins on the day after that date.

Notice and evidential requirements for ordinary adoption leave

17.—(1) An employee must give the employer notice of their intention to take ordinary adoption leave in respect of a child specifying the expected week of the child’s birth.

(2) The notice provided for in paragraph (1) must be given to the employer in or before the 15th week before the expected week of the child’s birth.

(3) Where an employer requests it, an employee must also provide the employer with a parental statutory declaration.

(4) An employer who is given notice under paragraph (1) of the employee’s intention to take ordinary adoption leave must notify the employee within 28 days of the receipt of the notice of the date on which the period of additional adoption leave to which the employee will be entitled (if the employee satisfies the conditions in regulation 20(1)) after the employee’s period of ordinary adoption leave ends.

(5) The notification provided for in paragraph (4) must be given to the employee within 28 days of the date on which the employer received that notice.

(6) An employee must give the employer a further notice, as soon as reasonably practicable after the child’s birth, of the date on which the child was born.

(7) Notices under paragraphs (1) and (6) must be given in writing, if the employer so requests.”.