
DRAFT STATUTORY INSTRUMENTS

2014 No.

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

PART 4

PARENTAL ORDER PARENTS: SHARED PARENTAL LEAVE

Shared Parental Leave (Adoption)

31. In regulation 35 (continuity of employment test) of the SPL Regulations as they apply to parental order parents—

(a) shall read as if after paragraph (2) there were inserted—

“(2A) Where Part 3 applies and C is born earlier than the relevant week and an employee would have satisfied the condition in sub-paragraph (a) of paragraph (1) if the employee’s employment had continued until the end of the week immediately preceding that week, the employee must be treated as having satisfied that condition.”;

(b) paragraph (3) shall read as if the words of that paragraph were—

“In this regulation “relevant week” means the week immediately preceding the 14th week before the expected week of birth.”.