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DRAFT STATUTORY INSTRUMENTS

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**2020 No.**

**The Parental Bereavement Leave Regulations 2020**

**PART 4**

**CONTRACTUAL RIGHTS**

**Contractual rights to parental bereavement leave**

**15.** Where an employee is entitled to parental bereavement leave (referred to in this regulation as “the statutory right”) and also to a right which corresponds to that right and which arises under the employee’s contract of employment or otherwise—

- (a) the employee may not exercise the statutory right and the corresponding right separately but may, in taking the leave for which the two rights provide, take advantage of whichever right is, in any particular respect, the more favourable, and
- (b) the provisions of the 1996 Act and of these Regulations relating to the statutory right apply, subject to any modifications necessary to give effect to any more favourable contractual terms, to the exercise of the composite right described in sub-paragraph (a) as they apply to the exercise of the statutory right.