



# Employment Rights Act 1996

## 1996 CHAPTER 18

### [<sup>F1</sup>PART VIII]

### [<sup>F1</sup>CHAPTER 3

#### PATERNITY LEAVE

#### [<sup>F1</sup> 80A Entitlement to <sup>F2</sup>... paternity leave: birth

- (1) The Secretary of State shall make regulations entitling an employee who satisfies specified conditions—
  - (a) as to duration of employment,
  - (b) as to relationship with a newborn, or expected, child, and
  - (c) as to relationship with the child's mother,to be absent from work on leave under this section for the purpose of caring for the child or supporting the mother.
- (2) The regulations shall include provision for determining—
  - (a) the extent of an employee's entitlement to leave under this section in respect of a child;
  - (b) when leave under this section may be taken.
- (3) Provision under subsection (2)(a) shall secure that where an employee is entitled to leave under this section in respect of a child he is entitled to at least two weeks' leave.
- (4) Provision under subsection (2)(b) shall secure that leave under this section must be taken before the end of a period of at least 56 days beginning with the date of the child's birth.

[ Provision under subsection (2)(b) must secure that, once an employee takes leave <sup>F3</sup>(4A) under section 75E in respect of a child, the employee may not take leave under this section in respect of the child.]
- (5) Regulations under subsection (1) may—

---

*Status: Point in time view as at 01/04/2018. This version of this provision has been superseded.*

*Changes to legislation: Employment Rights Act 1996, Section 80A is up to date with all changes known to be in force on or before 10 September 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details)*

---

- (a) specify things which are, or are not, to be taken as done for the purpose of caring for a child or supporting the child’s mother;
  - (b) make provision excluding the right to be absent on leave under this section in respect of a child where more than one child is born as a result of the same pregnancy;
  - (c) make provision about how leave under this section may be taken.
- (6) Where more than one child is born as a result of the same pregnancy, the reference in subsection (4) to the date of the child’s birth shall be read as a reference to the date of birth of the first child born as a result of the pregnancy.
- (7) In this section—
- “ newborn child ” includes a child stillborn after twenty-four weeks of pregnancy;
  - “ week ” means any period of seven days. ]

---

#### **Textual Amendments**

- F1** Pt. 8 Ch. 3 inserted (8.12.2002) by [Employment Act 2002 \(c. 22\)](#), **s. 1**; S.I. 2002/2866, **art. 2(2)**, Sch. 1 Pt. 2
  - F2** Word in s. 80A heading repealed (5.4.2015) by [Children and Families Act 2014 \(c. 6\)](#), s. 139(6), **Sch. 7 para. 32**; S.I. 2014/1640, **art. 7(o)** (with art. 16)
  - F3** S. 80A(4A) inserted (30.6.2014) by [Children and Families Act 2014 \(c. 6\)](#), **ss. 118(6)**, 139(6); S.I. 2014/1640, **art. 3(1)(b)**
- 

#### **Modifications etc. (not altering text)**

- C1** S. 80A applied (with modifications) (25.11.2014) by [The Employment Rights Act 1996 \(Application of Sections 75A, 75B, 75G, 75H, 80A and 80B to Parental Order Cases\) Regulations 2014 \(S.I. 2014/3095\)](#), regs. 1(1), 4, **Sch. 2**

**Status:**

Point in time view as at 01/04/2018. This version of this provision has been superseded.

**Changes to legislation:**

Employment Rights Act 1996, Section 80A is up to date with all changes known to be in force on or before 10 September 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.