



Employment Rights Act 1996

1996 CHAPTER 18

[^{F1}PART VIII]

[^{F1}CHAPTER 3

PATERNITY LEAVE

[^{F1}80E Chapter 3: supplemental

- [Regulations under [^{F3}any of sections 80A to 80BB] may—
- ^{F2}(1) (a) make provision about notices to be given, evidence to be produced and other procedures to be followed by employees and employers;
- (b) make provision requiring employers or employees to keep records;
- (c) make provision for the consequences of failure to give notices, to produce evidence, to keep records or to comply with other procedural requirements;
- (d) make provision for the consequences of failure to act in accordance with a notice given by virtue of paragraph (a);
- (e) make special provision for cases where an employee has a right which corresponds to a right under [^{F3}any of sections 80A to 80BB] and which arises under his contract of employment or otherwise;
- (f) make provision modifying the effect of Chapter 2 of Part 14 (calculation of a week's pay) in relation to an employee who is or has been absent from work on leave under [^{F3}any of sections 80A to 80BB];
- (g) make provision applying, modifying or excluding an enactment, in such circumstances as may be specified and subject to any conditions which may be specified, in relation to a person entitled to take leave under [^{F3}any of sections 80A to 80BB];
- (h) make different provision for different cases or circumstances.

[The persons on whom duties may be imposed by regulations under section 80AA or ^{F4}(2) 80BB include not only employees exercising rights by virtue of that section and their employers but also—

Status: Point in time view as at 08/03/2013. This version of this provision has been superseded.

Changes to legislation: Employment Rights Act 1996, Section 80E is up to date with all changes known to be in force on or before 18 May 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) in the case of section 80AA, the mother of the child in question and any employer or former employer of hers, and
- (b) in the case of section 80BB, the person by reference to whom the condition in subsection (1)(c) of that section is satisfied and any employer or former employer of that person.]]

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** S. 80E renumbered (3.3.2010) as s. 80E(1) by [Work and Families Act 2006 \(c. 18\), ss. 11, 19, Sch. 1 para. 38\(3\)](#); [S.I. 2010/495, art. 3\(c\)](#)
- F3** Words in s. 80E substituted (3.3.2010) by [Work and Families Act 2006 \(c. 18\), ss. 11, 19, Sch. 1 para. 38\(2\)](#); [S.I. 2010/495, art. 3\(c\)](#)
- F4** S. 80E(2) inserted (3.3.2010) by [Work and Families Act 2006 \(c. 18\), ss. 11, 19, Sch. 1 para. 38\(3\)](#); [S.I. 2010/495, art. 3\(c\)](#)

Status:

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