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STATUTORY INSTRUMENTS

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**2002 No. 2788**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Paternity and Adoption Leave Regulations 2002**

*Made - - - - 11th November 2002*

*Coming into force 8th December 2002*

**THE PATERNITY AND ADOPTION LEAVE REGULATIONS 2002**

PART 1

GENERAL

1. Citation and commencement
2. Interpretation
3. Application

PART 2

PATERNITY LEAVE

4. Entitlement to paternity leave: birth
5. Options in respect of leave under regulation 4
6. Notice and evidential requirements for leave under regulation 4
7. Commencement of leave under regulation 4
8. Entitlement to paternity leave: adoption
9. Options in respect of leave under regulation 8
10. Notice and evidential requirements for leave under regulation 8
11. Commencement of leave under regulation 8
- 11A Change in circumstances
12. Application of terms and conditions during paternity leave
13. Right to return after paternity leave
14. Incidents of the right to return after paternity leave

PART 3

ADOPTION LEAVE

15. Entitlement to ordinary adoption leave
16. Options in respect of ordinary adoption leave
17. Notice and evidential requirements for ordinary adoption leave
18. Duration and commencement of ordinary adoption leave

**Changes to legislation:** There are currently no known outstanding effects for the The Paternity and Adoption Leave Regulations 2002. (See end of Document for details)

19. Application of terms and conditions during ordinary adoption leave and additional adoption leave
20. Additional adoption leave: entitlement, duration and commencement
21. Application of terms and conditions during additional adoption leave
- 21A Work during adoption leave period
22. Disrupted placement in the course of adoption leave
23. Redundancy: adoption leave
24. Dismissal during adoption leave
25. Requirement to notify intention to return during adoption leave period
26. Right to return after adoption leave
27. Incidents of the right to return from adoption leave

#### PART 4

#### PROVISIONS APPLICABLE IN RELATION TO BOTH PATERNITY AND ADOPTION LEAVE

28. Protection from detriment
  29. Unfair dismissal
  30. Contractual rights to paternity or adoption leave
  31. Calculation of a week's pay
- Signature  
Explanatory Note

**Changes to legislation:**

There are currently no known outstanding effects for the The Paternity and Adoption Leave Regulations 2002.