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STATUTORY INSTRUMENTS

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**2014 No. 2112**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Paternity and Adoption Leave  
(Amendment) Regulations 2014**

<i>Made</i>	- - - -	<i>5th August 2014</i>
<i>Coming into force</i>		
<i>for the purpose of</i>		
<i>regulations 1, 2, 10, 12 and</i>		
<i>14(1) and (3)</i>		<i>1st October 2014</i>
<i>for the purpose of</i>		
<i>regulations 3, 4, 5(a), 5(b)</i>		
<i>(partially), 6, 8 and 9</i>		<i>1st December 2014</i>
<i>for all other purposes</i>		<i>5th April 2015</i>

The Secretary of State, in exercise of the powers conferred by sections 47C(2)(aa) and (ab), 75A(1), and (3)(c), 75D(2), 80A(4A), 80B(4A), and (5)(ba), 80C(1)(c), 80D(1) and 99(1), (2) and (3)(aa) and (ab) of the Employment Rights Act 1996(1), makes the following Regulations.

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(1) 1996 c. 18. Section 47C was inserted by the Employment Relations Act 1999 (c. 26), Schedule 4, Part 3, paragraphs 5 and 8. Paragraphs (aa) and (ab) were inserted into section 47C(2) by the Children and Families Act 2014 (c. 6), sections 127(2)(a) and 128(2)(a). Sections 75A and 75D were inserted by the Employment Act 2002 (c. 22), section 3.. Sections 80A to 80D were inserted by the Employment Act 2002, section 1. Section 80A(4A) was inserted by the Children and Families Act 2014, section 118(6). Section 80B(4A) was inserted by the Children and Families Act 2014, section 118(7). Section 80B(5)(ba) was inserted by the Children and Families Act 2014, section 128(2)(b). Section 99 was substituted by the Employment Relations Act 1999, Schedule 4, Part 3, paragraphs 5 and 16. Subsection (3)(aa) was inserted by the Children and Families Act 2014, section 127(2)(b) and subsection (3)(ab) was inserted by the Children and Families Act 2014, section 128(2)(c).