
STATUTORY INSTRUMENTS

2014 No. 3051

TERMS AND CONDITIONS OF EMPLOYMENT

The Statutory Shared Parental Pay (General) Regulations 2014

Made - - - - 18th November 2014

Coming into force 1st December 2014

**THE STATUTORY SHARED PARENTAL
PAY (GENERAL) REGULATIONS 2014**

PART 1

1. Citation and commencement
2. Definitions
3. Application

PART 2

4. Entitlement of mother to statutory shared parental pay (birth)
5. Entitlement of father or partner to statutory shared parental pay (birth)
6. Notification and evidential requirements relating to the mother
7. Notification and evidential requirements relating to the father or partner
8. Variation of number of weeks of pay to be claimed and of periods when pay is to be claimed
9. Modification of notice conditions in case of early birth
10. Extent of entitlement to statutory shared parental pay (birth)
11. When statutory shared parental pay (birth) is not to be paid
12. Work during period of payment of statutory shared parental pay (birth)
13. Care of child during period of payment of statutory shared parental pay
14. Other cases where there is no liability to pay statutory shared parental pay
15. Conditions of entitlement to statutory shared parental pay: absence from work
16. Entitlement to statutory shared parental pay (birth) in cases relating to death

PART 3

17. Entitlement of adopter to statutory shared parental pay (adoption)
18. Entitlement of partner to statutory shared parental pay (adoption)
19. Notification and evidential requirements relating to the adopter

Status: This is the original version (as it was originally made).

20. Notification and evidential requirements relating to the partner
21. Variation of number of weeks of pay to be claimed and of periods when pay is to be claimed
22. Extent of entitlement to statutory shared parental pay (adoption)
23. When statutory shared parental pay (adoption) is not to be paid
24. Work during period of payment of statutory shared parental pay (adoption)
25. Care of child during period of payment of statutory shared parental pay
26. Other cases where there is no liability to pay statutory shared parental pay
27. Conditions of entitlement to statutory shared parental pay: absence from work
28. Entitlement to statutory shared parental pay (adoption) in cases relating to death

PART 4

29. Conditions relating to employment and earnings of a claimant's partner
30. Conditions as to continuity of employment and normal weekly earnings relating to a claimant for statutory shared parental pay (birth)
31. Conditions as to continuity of employment and normal weekly earnings in relation to a claimant for statutory shared parental pay (adoption)
32. Normal weekly earnings of a claimant for statutory shared parental pay
33. Treatment of persons as employees
34. Continuous employment
35. Continuous employment and unfair dismissal
36. Continuous employment and stoppages of work
37. Change of employer
38. Reinstatement after service with the armed forces etc
39. Treatment of two or more employers or two or more contracts of service as one

PART 5

40. Weekly rate of payment of statutory shared parental pay
 41. Statutory shared parental pay and contractual remuneration
 42. Avoidance of liability for statutory shared parental pay
 43. Payment of statutory shared parental pay
 44. Time when statutory shared parental pay is to be paid
 45. Liability of the Commissioners to pay statutory shared parental pay
 46. Liability of the Commissioners to pay statutory shared parental pay in case of legal custody or imprisonment
 47. Payments by the Commissioners
 48. Persons unable to act
 49. Service of notices
- Signature

SCHEDULE — STATUTORY SHARED PARENTAL PAY IN SPECIAL CIRCUMSTANCES

PART 1 — STATUTORY SHARED PARENTAL PAY (BIRTH)

1. Entitlement of father or partner to statutory shared parental pay (birth) in the event of the death of M before curtailment
2. Notification and variation: death of mother or partner after curtailment

3. (1) In the case where— (a) P, who in connection...
4. (1) In the case where— (a) M dies after she...
5. (1) In the case where— (a) M dies after she...
6. Death of child
PART 2 — STATUTORY SHARED PARENTAL PAY (ADOPTION)
7. Entitlement of adopter's partner to statutory shared parental pay (adoption)
in the event of the death of adopter before curtailment
8. Notification or variation: death of adopter or adopter's partner after
curtailment
9. (1) In the case where— (a) AP, who in connection...
10. (1) In the case where— (a) A dies after A...
11. (1) In the case where— (a) A dies after A...
12. Death of child or disrupted placement

Explanatory Note