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STATUTORY INSTRUMENTS

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**2014 No. 3092**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Shared Parental Leave and Paternity and Adoption  
Leave (Adoptions from Overseas) Regulations 2014**

*Made* - - - - - *26th November 2014*

*Coming into force* - - - - - *5th April 2015*

A draft of these Regulations was laid before Parliament in accordance with section 236(3) of the Employment Rights Act 1996(1) and approved by a resolution of each House of Parliament.

The Secretary of State, in exercise of the powers conferred by sections 47C(2), 75A(1), (2A) and (2B), 75B(3)(a) and (aa), and (3A), 75D(1)(a) and (2), 75G(1) to (6), 75H(1), (4), (7) to (14), (16), and (17), 75I(1), (4), and (5), 75J, 75K(1) and (6), 80B(2) and (4A), and 99 of the Employment Rights Act 1996(2), makes the following Regulations.

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- (1) 1996 c. 18. Section 236(3) was amended by the Children and Families Act 2014 (c. 6), section 117(2); there are other amending instruments but none is relevant.
- (2) Section 47C was inserted by the Employment Relations Act 1999 (c. 26), Schedule 4, Part 3, paragraphs 5 and 8, and amended by the Children and Families Act 2014, Schedule 7, paragraphs 29 and 31; there are other amending instruments but none is relevant. Sections 75A and 75B were inserted by the Employment Act 2002 (c. 22), section 3, and amended by the Children and Families Act 2014, section 118(4) and (5) respectively. Section 75D was inserted by the Employment Act 2002, section 3; there are amending instruments but none are relevant. Sections 75G to 75K were inserted by the Children and Families Act 2014, section 117(1). Sections 75G and 75H were modified by S.I. 2014/3091. Section 80B was inserted by the Employment Act 2002, section 1, and subsection (4A) was inserted by the Children and Families Act 2014, section 118(7); there are other amending instruments but none is relevant. Section 99 was substituted by the Employment Relations Act 1999, Schedule 4, Part 3, paragraphs 5 and 16, and amended by the Children and Families Act 2014, Schedule 7, paragraphs 29 and 39; there are other amending instruments but none is relevant.

**Changes to legislation:**

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Shared Parental Leave and Paternity and Adoption Leave (Adoptions from Overseas) Regulations 2014. Any changes that have already been made by the team appear in the content and are referenced with annotations.

[View outstanding changes](#)

**Changes and effects yet to be applied to the whole Instrument associated Parts and Chapters:**

Whole provisions yet to be inserted into this Instrument (including any effects on those provisions):

- reg. 20A inserted by [S.I. 2024/264 reg. 8](#)