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STATUTORY INSTRUMENTS

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**2020 No. 249**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Parental Bereavement Leave Regulations 2020**

*Made - - - - 9th March 2020*

*Coming into force in accordance with regulation 1*

The Secretary of State, in exercise of the powers conferred by sections 47C(1), (2) and (4), 80EA(1) to (8), 80EB(1), (4) and (5), 80EC, 80ED and 99 of the Employment Rights Act 1996(1), makes the following Regulations.

In accordance with section 236(3) of the Employment Rights Act 1996(2), a draft of this instrument has been laid before Parliament and approved by a resolution of each House of Parliament.

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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 and amended by the Parental Bereavement (Leave and Pay) Act 2018 (c. 24), Schedule, Part 3, paragraphs 20 and 22; sections 80EA to 80EE were inserted by the Parental Bereavement (Leave and Pay) Act 2018, Schedule, Part 1, paragraphs 1 and 2; section 99 was substituted by the Employment Relations Act 1999, Schedule 4, Part 3, paragraphs 5 and 16 and amended by the Parental Bereavement (Leave and Pay) Act 2018, Schedule, Part 3, paragraphs 20 and 27.
- (2) Section 236(3) was amended by the Parental Bereavement (Leave and Pay) Act 2018, Schedule, Part 1, paragraphs 1 and 3.