
STATUTORY INSTRUMENTS

2020 No. 249

The Parental Bereavement Leave Regulations 2020

PART 2

ENTITLEMENT TO PARENTAL BEREAVEMENT LEAVE

Notice requirements for parental bereavement leave

6.—(1) An employee must give his or her employer notice of his or her intention to take any absence from work as parental bereavement leave specifying—

- (a) the date of C's death,
- (b) the date on which the employee chooses any period of absence to begin, and
- (c) whether the employee intends that period of absence to be a period of one or two weeks' parental bereavement leave.

(2) Where any week which an employee intends to be treated as parental bereavement leave begins within Period A, notice provided for in paragraph (1) must be given to the employer—

- (a) before the employee is due to start work on the employee's first day of absence from work in that week, or
- (b) in a case where it is not reasonably practicable for the employee to give notice in accordance with sub-paragraph (a), as soon as is reasonably practicable.

(3) Where any week which an employee intends to be treated as parental bereavement leave begins within Period B, notice provided for in paragraph (1) must be given to the employer at least one week before the start of that week.

(4) Where an employee gives notice in accordance with paragraph (2) or (3) to take a period of parental bereavement leave which includes a week which begins—

- (a) in Period A, the employee may cancel that week's parental bereavement leave by giving notice to the employer no later than the time on the first day of that week at which the employee would have been due to start work if the employee was not taking parental bereavement leave;
- (b) in Period B, the employee may cancel that week's parental bereavement leave by giving notice to the employer at least one week before the start of that week.

(5) An employee may not cancel any week of parental bereavement leave which has already commenced.

(6) In this regulation—

“Period A” means the period of 56 days beginning with the date of C's death;

“Period B” means the period beginning the day after the end of Period A and ending with the end of the period specified in regulation 5(4).