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## STATUTORY INSTRUMENTS

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### 2020 No. 354

## TERMS AND CONDITIONS OF EMPLOYMENT

### The Parental Bereavement Leave and Pay (Consequential Amendments to Subordinate Legislation) Regulations 2020

*Made* - - - - 26th March 2020

*Coming into force* - - 6th April 2020

The Secretary of State in exercise of the powers conferred by section 80EA(1) and 80ED(i) of the Employment Rights Act 1996<sup>(1)</sup> and sections 171ZZ6, 171ZZ8, 171ZZ9 and 175(4) of the Social Security Contributions and Benefits Act 1992<sup>(2)</sup>, makes the following Regulations.

In respect of provisions relating to housing benefit, in accordance with section 176(1) of the Social Security Administration Act 1992<sup>(3)</sup> the Secretary of State has consulted with organisations appearing to the Secretary of State to be representative of the authorities concerned.

This instrument contains only regulations made by virtue of, or consequential upon, the Schedule to the Parental Bereavement (Leave and Pay) Act 2018<sup>(4)</sup> and is made before the end of the period of 6 months beginning with the coming into force of that enactment<sup>(5)</sup>.

In accordance with section 236(3)<sup>(6)</sup> of the Employment Rights Act 1996 and section 176(1)(a)<sup>(7)</sup> of the Social Security Contributions and Benefits Act 1992, 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; sections 80EA and 80ED(i) were inserted by paragraph 2 of the Schedule to the Parental Bereavement Leave and Pay Act 2018 c. 24.
  - (2) 1992 c. 4; sections 171ZZ6, 171ZZ8 and 171ZZ9 were inserted by paragraph 5 of the Schedule to the Parental Bereavement Leave and Pay Act 2018; under section 175(1) regulations are made by the Secretary of State. Section 175(4) was amended by the Social Security Contributions (Transfer of Functions, etc) Act 1999 (c. 2), Schedule 3, paragraph 29.
  - (3) 1992 c. 5. Section 176(1) was amended by paragraph 23 of Schedule 9 to the Local Government Finance Act 1992 (c. 14), paragraph 3(4) of Schedule 13 to the Housing Act 1996 (c. 52) and section 69(6) of the Child Support, Pensions and Social Security Act 2000 (c. 19).
  - (4) 2018 c. 24.
  - (5) See section 173(5) of the Social Security Administration Act 1992 (c. 5). Pursuant to section 172 of that Act, where the Secretary of State proposes to make Regulations under the Social Security Contributions and Benefits Act 1992, the Secretary of State is required to refer such proposals, normally in the form of draft regulations, to the Social Security Advisory Committee. This requirement does not apply where the regulations are contained in a statutory instrument made before the end of a period of six months beginning with the coming into force of the enactments by virtue of or as a consequence of which the regulations are made.
  - (6) Section 236(3) was amended by paragraphs 1 and 3 of the Schedule to the Parental Bereavement (Leave and Pay) Act 2018.
  - (7) Section 176(1)(a) was amended by paragraph 6 of the Schedule to the Parental Bereavement (Leave and Pay) Act 2018.

**Changes to legislation:**

There are currently no known outstanding effects for the The Parental Bereavement Leave and Pay (Consequential Amendments to Subordinate Legislation) Regulations 2020, Introductory Text.