
STATUTORY INSTRUMENTS

2024 No. 121

The Statutory Paternity Pay (Amendment) Regulations 2024

PART 5

Amendments to the Statutory Paternity Pay and Statutory Adoption Pay (Administration) Regulations 2002

28. The Statutory Paternity Pay and Statutory Adoption Pay (Administration) Regulations 2002 are amended in accordance with regulations 29 to 31.

29. In paragraph (1) of regulation 2—

- (a) omit the definition of “adoption pay period”;
- (b) insert at the appropriate place—

““period of payment of adoption pay” means the period prescribed under section 171ZN(2) of the Contributions and Benefits Act as the period in respect of which statutory adoption pay is payable to a person;

“period of payment of paternity pay” means a period determined in accordance with section 171ZE(2) of the Contributions and Benefits Act as a period in respect of which statutory paternity pay is payable to a person;”

- (c) omit the definition of “paternity pay period”.

30. In regulation 9—

- (a) in the opening words in paragraph (a), for “the employee’s paternity pay period or adoption pay period” substitute “a period of payment of paternity pay or a period of payment of adoption pay”;
- (b) in paragraph (c), for “the employee’s paternity pay period or adoption pay period” substitute “a period of payment of paternity pay or a period of payment of adoption pay”.

31. In regulation 11—

- (a) for paragraph (2) substitute—

“(2) An employer must provide to the employee the information specified in paragraph (2A) where the employer—

- (a) has made one or more payments of statutory paternity pay or statutory adoption pay to the employee, but
- (b) decides that it has no liability to make further payments to the employee because the employee has been detained in legal custody or sentenced to a term of imprisonment which was not suspended.

(2A) The information specified in this paragraph is—

- (a) details of the employer’s decision and the reasons for it;
- (b) details of the week in respect of which a liability to pay statutory paternity pay or statutory adoption pay arose.”

Status: This is the original version (as it was originally made). This item of legislation is currently only available in its original format.

- (b) in sub-paragraph (3)(a), omit “or (2)” and the “and” at the end of the sub-paragraph;
- (c) in sub-paragraph (3)(b)(i)—
 - (i) after “171ZA(1)” insert “or 171ZB(1)”;
 - (ii) for “gave notice of his intended absence” to “later”, substitute “first gave notice under section 171ZC(1) of the week or weeks the employee expected there to be liability to pay statutory paternity pay”;
- (d) in sub-paragraph (3)(b)(ii), omit “statutory paternity pay under section 171ZB(1) or of”.