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STATUTORY INSTRUMENTS

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**2024 No. 329**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Paternity Leave (Amendment) Regulations 2024**

*Made* - - - - *7th March 2024*

*Coming into force* - - *8th March 2024*

The Secretary of State makes these Regulations in exercise of the powers conferred by sections 80A(1), (2), (3), (4) and (5), 80B(1), (2), (3), (4), (5), (6A) and (6B), 80E(1) and 236(5) of the Employment Rights Act 1996.

In accordance with section 236(3) of that Act, a draft of these Regulations has been laid before and approved by a resolution of each House of Parliament<sup>(1)</sup>.

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(1) 1996 c. 18. Sections 80A, 80B and 80E were inserted by the Employment Act 2002 (c. 22), section 1. Section 80A was amended by the Children and Families Act 2014 (c. 6), Schedule 7 paragraph 32; section 80B was amended by the Children and Families Act 2014, section 121, 122 and Schedule 7, paragraph 33 and S.I. 2016/413; section 80E was amended by the Work and Families Act 2006 (c. 18), Schedule 1, paragraph 38 and the Children and Families Act 2014, Schedule 7 paragraph 36. Sections 80A, 80B and 80E were applied, with modifications, by S.I. 2003/920 to adoptions from overseas and by S.I. 2014/3095 to parental order cases. Section 236(3) was amended by the Employment Act 2002, Schedule 7, paragraph 49, the Work and Families Act 2006, Schedule 1, paragraph 44 and the Children and Families Act 2014, Schedule 7 paragraph 43. There are other amendments but none is relevant.