STATUTORY RULES OF NORTHERN IRELAND

2015 No. 104

EMPLOYMENT

WORK AND FAMILIES

The Maternity and Parental Leave etc. (Amendment) Regulations (Northern Ireland) 2015

Made - - - - 2nd March 2015
Coming into operation in accordance with regulation 1(2) and (3)

Approved by resolution of the Assembly on 12th May 2015

The Department for Employment and Learning makes the following Regulations in exercise of the powers conferred by Articles 103(4)(c), 108(1) and (2), and 109(1)(c) of the Employment Rights (Northern Ireland) Order 1996(**1**).

Citation and commencement

1.—(1) These Regulations may be cited as the Maternity and Parental Leave etc. (Amendment) Regulations (Northern Ireland) 2015.

(2) This regulation and regulations 2 and 5 come into operation on 15th March 2015.

(3) Regulations 3, 4 and 6 come into operation on 5th April 2015.

Amendments to the Maternity and Parental Leave etc. Regulations (Northern Ireland) 1999

2. The Maternity and Parental Leave etc. Regulations (Northern Ireland) 1999(**2**) are amended as follows.

3. In regulation 13, omit paragraph (1A)(**3**).

4. For regulation 15 (when parental leave may be taken)(**4**) substitute—

> "**15.** An employee may not exercise any entitlement to parental leave in respect of a child after the date of the child's 18th birthday.".

5. In paragraph (1) of regulation 18 (right to return after maternity or parental leave)(**5**), for sub-paragraph (b) substitute—

(**1**) S.I. 1996/1919 (N.I. 16). Article 103(4)(c) was substituted by the Employment (Northern Ireland) Order 2002 (S.I. 2002/2836 (N.I. 2)), Article 14. Articles 103, 108 and 109 were substituted by the Employment Relations (Northern Ireland) Order 1999 (S.I. 1999/2790 (N.I. 9)), Article 9, Schedule 4, Part 1.
(**2**) S.R. 1999 No. 471.
(**3**) Paragraph (1A) was inserted by S.R. 2002 No. 135.
(**4**) Regulation 15 was substituted by S.R. 2002 No.135 and amended by S.I. 2013/3021.
(**5**) Regulation 18 was substituted by S.R. 2002 No. 355.