STATUTORY RULES OF NORTHERN IRELAND

2015 No. 86 (C. 7)

EMPLOYMENT

WORK AND FAMILIES

The Work and Families Act (Northern Ireland) 2015 (Commencement, Transitional Provisions and Savings) Order (Northern Ireland) 2015

Made - - - - 2nd March 2015

The Department for Employment and Learning, in exercise of the powers conferred by section 23(1) and (2) of the Work and Families Act (Northern Ireland) 2015(**1**), makes the following Order.

Citation

1. This Order may be cited as the Work and Families Act (Northern Ireland) 2015 (Commencement, Transitional Provisions and Savings) Order (Northern Ireland) 2015.

Interpretation

2. In this Order—

"the 1992 Act" means the Social Security Contributions and Benefits (Northern Ireland) Act 1992(**2**);

"the 2015 Act" means the Work and Families Act (Northern Ireland) 2015; and

"expected week of birth" means the week, beginning with midnight between Saturday and Sunday, in which it is expected that a child will be born.

Provisions coming into operation on 15th March 2015

3.—(1) The following provisions of the 2015 Act come into operation on 15th March 2015—

(a) section 1 (defined expressions in the Act);

(b) section 2 (shared parental leave);

(c) section 3 (exclusion or curtailment of other statutory rights to leave);

(d) section 5 (statutory shared parental pay);

(**1**) 2015 c. 1 (N.I.).
(**2**) 1992 c. 7.

(e) section 6 (exclusion or curtailment of other statutory rights to pay);

(f) section 8 (other statutory rights to leave of prospective adopters);

(g) section 9 (other statutory rights to pay of prospective adopters);

(h) section 10 (other statutory rights to leave of applicants for parental orders);

(i) section 11 (other statutory rights to pay of applicants for parental orders);

(j) section 12(1) and (2) (statutory paternity pay: notice requirement);

(k) section 14(1) (in so far as it relates to the provisions listed in paragraph (2));

(l) section 15 (time off work to accompany to ante-natal appointments);

(m) section 16 (time off work for ante-natal care: increased amount of award);

(n) section 17(4) to (6) (time off to attend adoption appointments);

(o) section 18(1), (2) (so far as it relates to sub-paragraphs (a) and (b) of new paragraph (4), and new paragraphs (5) and (6)), (3) and (4) (right not to be subjected to detriment: agency workers);

(p) section 20 (procedure for regulations as to prescribed amount of annual leave);

(q) section 22 (in so far as it relates to the repeals listed in paragraph (3)).

(2) The following provisions of Schedule 1 (minor and consequential amendments) to the 2015 Act come into operation on 15th March 2015—

(a) paragraph 1(1), (2)(b)(i) (save that the substitution shall be for sub-paragraph (7) only), (c), (d) and (e) (so far as it relates to new sub-paragraphs (7B) and (7C)), (3)(a) and (b) (so far as it relates to new sub-paragraph (8)) and (4);

(b) paragraph 2(1) and (5);

(c) paragraph 3(1);

(d) paragraph 4(1), (2)(b) and (c), (3), (4)(b), (5)(a), (6) to (8), (9)(b), (11)(b), (c), (d)(iii) and (iv) and (f)(iii), (14)(a)(i) and (b)(ii), (15)(a)(i) and (b)(ii), (16)(a), (17), (18) and (19)(b) to (d);

(e) paragraph 5(1) and (2)(a)(ii);

(f) paragraph 6(1), (2)(c)(ii) and (6)(b) and (d);

(g) paragraph 7(a) and (b);

(h) paragraph 8(b);

(i) the paragraphs listed in article 5 (save, in each case, the substitution of reference to statutory paternity pay for reference to ordinary statutory paternity pay and additional statutory paternity pay).

(3) In Schedule 2 to the 2015 Act, the repeal of the word "and" following Article 112C(2)(b) of the Employment Rights (Northern Ireland) Order 1996(**3**) has effect on 15th March 2015.

(4) Paragraphs (1) and (2) are subject to the transitional and saving provisions in article 6.

Provisions coming into operation on 5th April 2015

4.—(1) The following provisions of the 2015 Act come into operation on 5th April 2015—

(a) section 4 (abolition of additional paternity leave);

(b) section 7 (abolition of additional statutory paternity pay);

(c) section 13 (rate of statutory adoption pay);

(**3**) S.I. 1996/1919 (N.I. 16).