*Draft regulations laid before Parliament under section 236(3) of the Employment Rights Act 1996, for approval by resolution of each House of Parliament.*

DRAFT STATUTORY INSTRUMENTS

# 2003 No.

# TERMS AND CONDITIONS OF EMPLOYMENT

## The Employment Rights Act 1996 (Application of Section 80B to Adoptions from Overseas) Regulations 2003

| | |
|---|---|
| *Made - - - -* | *2003* |
| *Coming into force - -* | *1st April 2003* |

Whereas a draft of the following Regulations was laid before Parliament in accordance with section 236(3) of the Employment Rights Act 1996(**1**) and approved by a resolution of each House of Parliament:

Now, therefore, the Secretary of State, in exercise of her powers under section 80B(8) of that Act(**2**), hereby makes the following Regulations—

### Citation, commencement and interpretation

**1.**—(1) These Regulations may be cited as the Employment Rights Act 1996 (Application of Section 80B to Adoptions from Overseas) Regulations 2003 and shall come into force on 1st April 2003.

(2) In these Regulations—

"the Act" means the Employment Rights Act 1996;

"adoption from overseas" means the adoption of a child who enters Great Britain from outside the United Kingdom in connection with or for the purposes of adoption which does not involve the placement of the child for adoption under the law of any part of the United Kingdom.

### Application of section 80B of the Employment Rights Act 1996 to adoptions from overseas

**2.** Section 80B of the Act shall have effect in relation to adoptions from overseas with the modifications of the provisions specified in the first column of the Schedule to these Regulations that are set out opposite those provisions in the second column of that Schedule.

(**1**) 1996 c. 18; section 236(3) was amended by paragraph 42 of Part 3 of Schedule 4 to the Employment Relations Act 1999 (c. 26) and paragraph 49 of Schedule 7 to the Employment Act 2002 (c. 22).

(**2**) Section 80B of the Employment Rights Act 1996 was inserted by section 1 of the Employment Act 2002.

2003 Department of Trade and Industry