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STATUTORY RULES OF NORTHERN IRELAND

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**2015 No. 86**

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

**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);
  - (d) section 14(1) (in so far as it relates to the provisions listed in paragraph (2) below) and (2) to (5);
  - (e) section 17(1) to (3) (time off to attend adoption appointments);
  - (f) section 18(2) (so far as it relates to sub-paragraphs (c) and (d) of new paragraph (4) (right not to be subjected to detriment: agency workers);
  - (g) section 19 (right to request flexible working: removal of requirement to be a carer);
  - (h) section 22 (in so far as it relates to the repeals in paragraph (3)).
- (2) The following provisions of Schedule 1 to the 2015 Act come into operation on 5th April 2015 subject to the transitional and saving provisions in article 7—
- (a) paragraph 1(2)(a), (b)(i) (to the extent that it is not already in operation) and (ii), (e) (so far as it relates to new sub-paragraph (7A)) and (f) and (3)(b) (so far as it relates to new sub-paragraph (7));
  - (b) paragraph 2(6) to (19);
  - (c) paragraph 4(2)(a), (4)(a), (5)(b), (9)(a), (10), (11)(a), (d)(i) and (ii), (e), (f)(i), (ii) and (iv), (g) and (h), (12), (13), (14)(a)(ii) and (b)(i), (15)(a)(ii) and (b)(i), (16)(b) and (19)(a);
  - (d) paragraph 5(2) to (4);
  - (e) paragraph 6(6)(a), (c) and (e);
  - (f) paragraph 7(c);
  - (g) paragraph 8(a);
  - (h) the paragraphs listed in article 5 (to the extent not already in operation).
- (3) The repeals in Schedule 2 to the 2015 Act not already listed in article 3(3) have effect on 5th April 2015.
- (4) Paragraphs (1) and (2) are subject to the transitional and saving provisions in article 7.