



Employment Act 2002

2002 CHAPTER 22

PART 1

STATUTORY LEAVE AND PAY

CHAPTER 1

PATERNITY AND ADOPTION

Administration and enforcement: pay

8 Regulations about payment

- (1) The Secretary of State may make regulations with respect to the payment by employers of [^{F1}statutory paternity pay,] statutory adoption pay[^{F2}, statutory shared parental pay and statutory parental bereavement pay].
- (2) Regulations under subsection (1) may, in particular, include provision—
 - (a) about the records to be kept by employers in relation to payments of statutory paternity pay and [^{F3}statutory paternity pay,][^{F4}, statutory shared parental pay and statutory parental bereavement pay], including the length of time for which they are to be retained;
 - (b) for the production of wages sheets and other documents and records to officers of the Board for the purpose of enabling them to satisfy themselves that [^{F5}statutory paternity pay,] statutory adoption pay[^{F6}, statutory shared parental pay and statutory parental bereavement pay] have been paid and are being paid, in accordance with the regulations, to employees who are entitled to them;
 - (c) for requiring employers to provide information to employees (in their itemised pay statements or otherwise);
 - (d) for requiring employers to make returns to the Board containing such particulars with respect to payments of [^{F7}statutory paternity pay,] statutory

Changes to legislation: Employment Act 2002, Section 8 is up to date with all changes known to be in force on or before 09 April 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes

adoption pay^{F8}, statutory shared parental pay and statutory parental bereavement pay] as the regulations may provide.

(3) Regulations under subsection (1) must be made with the concurrence of the Board.

Textual Amendments

- F1** Words in s. 8(1) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(2)(a)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F2** Words in s. 8(1) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2
- F3** Words in s. 8(2)(a) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(3)(a)(i)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F4** Words in s. 8(2)(a) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2
- F5** Words in s. 8(2)(b) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(3)(b)(i)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F6** Words in s. 8(2)(b) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2
- F7** Words in s. 8(2)(d) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(3)(c)(i)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F8** Words in s. 8(2)(d) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2

Changes to legislation:

Employment Act 2002, Section 8 is up to date with all changes known to be in force on or before 09 April 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

[View outstanding changes](#)

Changes and effects yet to be applied to :

- s. 8(1) words substituted by [2023 c. 20 Sch. para. 37](#)
- s. 8(2)(a) words substituted by [2023 c. 20 Sch. para. 37](#)
- s. 8(2)(b) words substituted by [2023 c. 20 Sch. para. 37](#)
- s. 8(2)(d) words substituted by [2023 c. 20 Sch. para. 37](#)

Changes and effects yet to be applied to the whole Act associated Parts and Chapters:

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 7(3)(e) and word inserted by [2023 c. 20 Sch. para. 36\(4\)\(c\)](#)
- s. 15(2)(bb) word omitted by [2023 c. 20 Sch. para. 43\(a\)](#)
- s. 15(2)(bc) inserted by [2023 c. 20 Sch. para. 43\(b\)](#)