

*Changes to legislation: There are currently no known outstanding effects for the Carer's Leave Act 2023, PART 2. (See end of Document for details)*

## SCHEDULE

### CARER'S LEAVE

#### PART 2

##### FURTHER AMENDMENTS TO DO WITH CARER'S LEAVE

###### *Employment Rights Act 1996*

4 The Employment Rights Act 1996 is amended as follows.

###### Commencement Information

- I1** Sch. para. 4 not in force at Royal Assent, see [s. 3\(3\)](#)  
**I2** [Sch. para. 4](#) in force at 4.12.2023 by [S.I. 2023/1283](#), [reg. 2](#)

5 In section 47C (leave for family and domestic reasons), in subsection (2), after paragraph (bb) insert—  
“(bc) carer's leave.”.

###### Commencement Information

- I3** Sch. para. 5 not in force at Royal Assent, see [s. 3\(3\)](#)  
**I4** [Sch. para. 5](#) in force at 4.12.2023 by [S.I. 2023/1283](#), [reg. 2](#)

6 In section 88 (liability of employer to pay employee during period of notice: employments with normal working hours), in subsection (1)(c), after “shared parental leave,” insert “carer's leave,”.

###### Commencement Information

- I5** Sch. para. 6 not in force at Royal Assent, see [s. 3\(3\)](#)  
**I6** [Sch. para. 6](#) in force at 4.12.2023 by [S.I. 2023/1283](#), [reg. 2](#)

7 In section 89 (effect of notice of termination: employments without normal working hours), in subsection (3)(b), after “shared parental leave,” insert “carer's leave,”.

###### Commencement Information

- I7** Sch. para. 7 not in force at Royal Assent, see [s. 3\(3\)](#)  
**I8** [Sch. para. 7](#) in force at 4.12.2023 by [S.I. 2023/1283](#), [reg. 2](#)

8 In section 99 (leave for family reasons), in subsection (3), after paragraph (bb) insert—  
“(bc) carer's leave,”.

###### Commencement Information

- I9** Sch. para. 8 not in force at Royal Assent, see [s. 3\(3\)](#)

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**I10** Sch. para. 8 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

9 In section 191 (Crown employment), in subsection (2)(c), for “8A,” substitute “8B,”.

**Commencement Information**

**I11** Sch. para. 9 not in force at Royal Assent, see s. 3(3)

**I12** Sch. para. 9 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

10 In section 192 (armed forces), in subsection (2), after paragraph (c) insert—  
 “(ca) Part 8B,”.

**Commencement Information**

**I13** Sch. para. 10 not in force at Royal Assent, see s. 3(3)

**I14** Sch. para. 10 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

11 In section 194 (House of Lords staff), in subsection (2)(e), for “6A, 7, 8 and 8A” substitute “6A to 8B”.

**Commencement Information**

**I15** Sch. para. 11 not in force at Royal Assent, see s. 3(3)

**I16** Sch. para. 11 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

12 In section 195 (House of Commons staff), in subsection (2)(e), for “6A, 7, 8 and 8A” substitute “6A to 8B”.

**Commencement Information**

**I17** Sch. para. 12 not in force at Royal Assent, see s. 3(3)

**I18** Sch. para. 12 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

13 In section 199 (mariners)—  
 (a) in subsection (2), for “6A, 7, 8 and 8A” substitute “6A to 8B”;  
 (b) in subsection (8)(d), for “6A, 7, 8 and 8A” substitute “6A to 8B”.

**Commencement Information**

**I19** Sch. para. 13 not in force at Royal Assent, see s. 3(3)

**I20** Sch. para. 13 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

14 In section 202 (national security), in subsection (2), after paragraph (e) insert—  
 “(ea) Part 8B,”.

**Commencement Information**

**I21** Sch. para. 14 not in force at Royal Assent, see s. 3(3)

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**I22** Sch. para. 14 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

15 In section 205 (remedy for infringement of certain rights), in subsection (1), after “VIII,” insert “Part 8B,”.

**Commencement Information**

**I23** Sch. para. 15 not in force at Royal Assent, see s. 3(3)

**I24** Sch. para. 15 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

16 In section 206 (institution or continuance of tribunal proceedings), in subsection (2), after paragraph (e) insert—  
“(ea) Part 8B,”.

**Commencement Information**

**I25** Sch. para. 16 not in force at Royal Assent, see s. 3(3)

**I26** Sch. para. 16 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

17 In section 235 (definitions), in subsection (1)—  
(a) at the appropriate place insert—  
““carer’s leave” means leave under section 80J,”;  
(b) in the definition of “week”, in paragraph (b), before “and 86” insert “, 80J”.

**Commencement Information**

**I27** Sch. para. 17 not in force at Royal Assent, see s. 3(3)

**I28** Sch. para. 17 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

*Income Tax (Earnings and Pensions) Act 2003*

18 In Schedule 5 to the Income Tax (Earnings and Pensions) Act 2003 (enterprise management incentives), in paragraph 26(3)(b), after “shared parental leave,” insert “carer’s leave,”.

**Commencement Information**

**I29** Sch. para. 18 not in force at Royal Assent, see s. 3(3)

**I30** Sch. para. 18 in force at 4.12.2023 by S.I. 2023/1283, reg. 2

**Changes to legislation:**

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