

## SCHEDULE 3

### TRANSITIONAL AND SAVING PROVISIONS

#### **Maternity leave**

**10.** The following provisions shall have effect only in relation to employees whose expected week of childbirth (as defined in section 235(1) of the 1996 Act) begins on or after 30th April 2000 and, in so far as they relate to dismissal, only where the effective date of termination (within the meaning of section 97 of the 1996 Act) falls on or after 15th December 1999—

- (a) the amendments to Part VIII of the 1996 Act made by Part I of Schedule 4 to the Act, so far as they relate to maternity leave;
- (b) the amendments made by Part III of Schedule 4 to the Act, other than those relating to protection from detriment, so far as they affect an employee who is pregnant, has given birth to a child or has a right under Part VIII of the 1996 Act as in force on the date on which this Order is made; and
- (c) the repeals specified in Part 2 of Schedule 9 to the Act.