
STATUTORY INSTRUMENTS

1999 No. 3312

TERMS AND CONDITIONS OF EMPLOYMENT

The Maternity and Parental Leave etc. Regulations 1999

Made - - - - 10th December 1999

Coming into force 15th December 1999

**THE MATERNITY AND PARENTAL
LEAVE ETC. REGULATIONS 1999**

PART 1

GENERAL

1. Citation and commencement
2. Interpretation
3. Application

PART II

MATERNITY LEAVE

4. Entitlement to ordinary maternity leave
5. Entitlement to additional maternity leave
6. Commencement of maternity leave periods
7. Duration of maternity leave periods
8. Compulsory maternity leave
9. Exclusion of entitlement to remuneration during ordinary maternity leave
10. Redundancy during maternity leave
11. Requirement to notify intention to return during a maternity leave period
12. Requirement to notify intention to return after additional maternity leave

PART III

PARENTAL LEAVE

13. Entitlement to parental leave
14. Extent of entitlement
15. When parental leave may be taken
16. Default provisions in respect of parental leave

Status: This is the original version (as it was originally made).

PART IV

PROVISIONS APPLICABLE IN RELATION TO MORE THAN ONE KIND OF ABSENCE

17. Application of terms and conditions during periods of leave
 18. Right to return after additional maternity leave or parental leave
 19. Protection from detriment
 20. Unfair dismissal
 21. Contractual rights to maternity or parental leave
 22. Calculation of a week's pay
- Signature

SCHEDULE 1 — WORKFORCE AGREEMENTS

1. An agreement is a workforce agreement for the purposes of...
2. For the purposes of this Schedule—“a particular group” is...
3. The requirements concerning elections referred to in paragraph 2 are...

SCHEDULE 2 — DEFAULT PROVISIONS IN RESPECT OF PARENTAL LEAVE

Conditions of entitlement

1. An employee may not exercise any entitlement to parental leave...
2. The evidence to be produced for the purpose of paragraph...

Notice to be given to employer

3. Except in a case where paragraph 4 or 5 applies,...
4. Where the employee is the father of the child in...
5. Where the child in respect of whom the leave is...

Postponement of leave

6. An employer may postpone a period of parental leave where—...

Minimum periods of leave

7. An employee may not take parental leave in a period...

Maximum annual leave allowance

8. An employee may not take more than four weeks' leave...
9. For the purposes of paragraph 8, a year is the...

Explanatory Note