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STATUTORY INSTRUMENTS

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**2002 No. 2788**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Paternity and Adoption Leave Regulations 2002**

*Made - - - - 11th November 2002*

*Coming into force 8th December 2002*

**THE PATERNITY AND ADOPTION LEAVE REGULATIONS 2002**

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**Changes to legislation:** There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Paternity and Adoption Leave Regulations 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations. (See end of Document for details) [View outstanding changes](#)

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Explanatory Note

### Changes to legislation:

There are outstanding changes not yet made by the legislation.gov.uk editorial team to The Paternity and Adoption Leave Regulations 2002. Any changes that have already been made by the team appear in the content and are referenced with annotations.

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### Changes and effects yet to be applied to :

- Regulations amendment to earlier affecting provision S.I. 2014/3096, regs. 3, 6-17 by [S.I. 2018/1413 Sch. 2 para. 9](#)
- Regulations applied in part (with modifications) by [S.I. 2014/3096 reg. 36-17](#)
- reg. 2 applied (with modifications) by [S.I. 2003/921 reg. 34](#)
- reg. 2(1) words inserted by [S.I. 2006/2014 reg. 13](#)
- reg. 2(1) words inserted by [S.I. 2014/2112 reg. 3\(a\)\(ii\)](#)
- reg. 2(1) words inserted by [S.I. 2014/3206 reg. 4\(2\)](#)
- reg. 2(1) words substituted by [S.I. 2011/1740 Sch. 1 para. 30\(2\)\(a\)](#)
- reg. 2(1) words substituted by [S.I. 2014/2112 reg. 3\(a\)\(i\)](#)
- reg. 2(4)(b) words substituted by [S.I. 2011/1740 Sch. 1 para. 30\(2\)\(b\)](#)
- reg. 2(4)(b) words substituted by [S.I. 2014/2112 reg. 3\(b\)](#)
- reg. 3 applied (with modifications) by [S.I. 2003/921 reg. 35](#)
- reg. 4-7 applied (with modifications) by [S.I. 2003/921 reg. 36](#)
- reg. 4(1) words substituted by [S.I. 2014/2112 reg. 4\(a\)](#)
- reg. 4(2)(b)(ii) words inserted by [S.I. 2005/2114 art. 2\(17\)Sch. 17 para. 1\(2\)\(a\)](#)
- reg. 4(2)(c)(ii) words inserted by [S.I. 2005/2114 art. 2\(17\)Sch. 17 para. 1\(2\)\(b\)](#)
- reg. 8 amendment to earlier affecting provision S.I. 2003/921, reg. 7 by [S.I. 2014/3092 reg. 24](#)
- reg. 8 amendment to earlier amending provision SI 2003/921 reg. 7 by [S.I. 2005/2114 art. 2\(17\)Sch. 17 para. 5\(2\)\(a\)](#) (amending SI 2003/921 reg. 7)
- reg. 8-10 applied (with modifications) by [S.I. 2003/921 reg. 37](#)
- reg. 8(1) words substituted by [S.I. 2014/2112 reg. 5\(a\)](#)
- reg. 8(2)(b) words inserted by [S.I. 2005/2114 art. 2\(17\)Sch. 17 para. 1\(3\)](#)
- reg. 10 amendment to earlier amending provision SI 2003/921 reg. 7 by [S.I. 2005/2114 art. 2\(17\)Sch. 17 para. 5\(2\)\(b\)](#) (amending SI 2003/921 reg. 7)
- reg. 11 applied (with modifications) by [S.I. 2003/921 reg. 38](#)
- reg. 13(1)(b) substituted by [S.I. 2014/2112 reg. 6](#)
- reg. 14(2) words substituted by [S.I. 2005/275 art. 5\(2\)](#)
- reg. 15 amendment to earlier affecting provision S.I. 2003/921, reg. 9 by [S.I. 2014/3092 reg. 25](#)
- reg. 15-17 applied (with modifications) by [S.I. 2003/921 reg. 39](#)
- reg. 15(1) words substituted by [S.I. 2014/3206 reg. 6\(2\)](#)
- reg. 15(2)(a) word inserted by [S.I. 2014/2112 reg. 7\(a\)](#)
- reg. 15(2)(b) omitted by [S.I. 2014/2112 reg. 7\(b\)](#)
- reg. 15(3) omitted by [S.I. 2014/2112 reg. 7\(c\)](#)
- reg. 17(3)(b) omitted by [S.I. 2004/923 reg. 3](#)
- reg. 18 applied (with modifications) by [S.I. 2003/921 reg. 310](#)
- reg. 19 heading words inserted by [S.I. 2008/1966 reg. 9\(1\)\(a\)](#)
- reg. 19(1) words inserted by [S.I. 2008/1966 reg. 9\(1\)\(b\)](#)
- reg. 19(1)(b) words substituted by [S.I. 2008/1966 reg. 9\(1\)\(c\)](#)
- reg. 19(2) words substituted by [S.I. 2008/1966 reg. 9\(1\)\(d\)](#)
- reg. 19(3) words substituted by [S.I. 2008/1966 reg. 9\(1\)\(e\)](#)
- reg. 20 words substituted by [S.I. 2003/921 reg. 311](#)
- reg. 21 revoked by [S.I. 2008/1966 reg. 9\(2\)](#)
- reg. 22 substituted by [S.I. 2003/921 reg. 12](#)
- reg. 22(1)(b)(ii) substituted by [S.I. 2014/3206 reg. 7\(2\)](#)
- reg. 22(1)(b)(ii) words substituted by [S.I. 2011/1740 Sch. 1 para. 30\(3\)](#)
- reg. 22(1)(b)(ii) words substituted by [S.I. 2014/2112 reg. 8](#)
- reg. 25 modified by 1996 c. 18, s. 205A(3)(b) (as inserted) by [2013 c. 27 s. 31\(1\)](#)
- reg. 25(1) words substituted by [S.I. 2006/2014 reg. 15\(a\)](#)

- reg. 25(2) words substituted by S.I. 2006/2014 reg. 15(b)
- reg. 26(1)(b) substituted by S.I. 2014/2112 reg. 9
- reg. 27(1)(a) substituted by S.I. 2008/1966 reg. 10(a)
- reg. 27(1)(b) words omitted by S.I. 2004/923 reg. 4
- reg. 27(2) substituted by S.I. 2008/1966 reg. 10(b)
- reg. 27(2) words substituted by S.I. 2005/275 art. 5(2)
- reg. 27(3) words substituted by S.I. 2008/1966 reg. 10(c)
- reg. 28 word omitted by S.I. 2006/2014 reg. 16
- reg. 29(3) word omitted by S.I. 2006/2014 reg. 17(a)
- reg. 29(4) omitted by S.I. 2006/2014 reg. 17(b)
- reg. 29(6) words omitted by S.I. 2006/2014 reg. 17(b)

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

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

- reg. 2(4)(4A) substituted for reg. 2(4) by S.I. 2014/3206 reg. 4(3)
- reg. 4(1A) inserted by S.I. 2014/2112 reg. 4(b)
- reg. 8(1A) inserted by S.I. 2014/2112 reg. 5(b)
- reg. 8(1A)(a) word omitted by S.I. 2014/3206 reg. 5(2)(a)
- reg. 8(1A)(c) and word inserted by S.I. 2014/3206 reg. 5(2)(b)
- reg. 15(1A) inserted by S.I. 2014/3206 reg. 6(3)
- reg. 21A inserted by S.I. 2006/2014 reg. 14
- reg. 22(3A) inserted by S.I. 2014/3206 reg. 7(3)
- reg. 25(2A)(2B) inserted by S.I. 2006/2014 reg. 15(c)
- reg. 28(1)(bb) inserted by S.I. 2006/2014 reg. 16
- reg. 28(1)(za)(zb) inserted by S.I. 2014/2112 reg. 10
- reg. 28(1)(zc)(zd) inserted by S.I. 2014/2112 reg. 11
- reg. 29(3)(bb) inserted by S.I. 2006/2014 reg. 17(a)
- reg. 29(3)(za)(zb) inserted by S.I. 2014/2112 reg. 12
- reg. 29(3)(zc)(zd) inserted by S.I. 2014/2112 reg. 13