

**2020 No. 45 (C. 4)**

**TERMS AND CONDITIONS OF EMPLOYMENT**

**The Parental Bereavement (Leave and Pay) Act 2018  
(Commencement) Regulations 2020**

*Made* - - - -

*17th January 2020*

The Secretary of State, in exercise of the powers conferred by section 2(2) of the Parental Bereavement (Leave and Pay) Act 2018(a), makes the following Regulations:

**Citation**

1. These Regulations may be cited as the Parental Bereavement (Leave and Pay) Act 2018 (Commencement) Regulations 2020.

**Provisions coming into force**

2. The day appointed for the coming into force of section 1 and the Schedule to the Parental Bereavement (Leave and Pay) Act 2018 is the day after the day on which these Regulations are made.

17th January 2020

*Kelly Tolhurst*  
Parliamentary Under Secretary of State  
Department for Business, Energy and Industrial Strategy

**EXPLANATORY NOTE**

*(This note is not part of the Regulations)*

These Regulations bring into force the substantive provisions of the Parental Bereavement (Leave and Pay) Act 2018 (c. 24), including Schedule 1 which introduces a new Chapter 4 (Parental Bereavement Leave) in Part 8 of the Employment Rights Act 1996 (c. 18) and a new Part 12ZD (Statutory Parental Bereavement Pay) in the Social Security Contributions and Benefits Act 1992 (c. 4).

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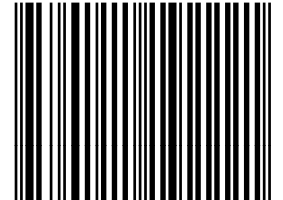
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