

## **Parental Bereavement Leave – New Legislation**

The Government has now issued the Statutory Instruments regarding Parental Bereavement Leave and Statutory Parental Bereavement Pay for parents upon the death of child under the age of 18. These regulations come into effect on 6 April 2020 and are quite complex.

Parents may take either one or two weeks paid leave (the two weeks can be separate). The leave is paid at the lower of £151.20 per week or 90% of salary.

The Parental Bereavement Leave Regulations 2020 can be viewed here:

<http://www.legislation.gov.uk/ukdsi/2020/9780111192245/contents>

The Statutory Parental Bereavement Pay (General) Regulations 2020 can be viewed here:

<http://www.legislation.gov.uk/ukdsi/2020/9780111192238/regulation/20>

The notice provisions are also quite onerous. Given the circumstances of the person applying for this leave, I would hope that HR professionals would give the individual every assistance in ensuring that they can take leave when it is really needed. The Notice Provisions can be found here:

<http://www.legislation.gov.uk/ukdsi/2020/9780111192245/regulation/6>