

# Alliant Global Knowledge Center



## United Kingdom

### New paternity leave rules to apply for children born or adopted, on or after 6 April 2024

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The government has just laid the [Draft Paternity Leave \(Amendment\) Regulations 2024](#) before Parliament. The regulation is planned to come into force on 8 March 2024, and its new provisions would apply for children born or adopted, on or after 6 April 2024.

In particular, fathers or partners would be entitled to divide their statutory paternity leave into one-week blocks, as opposed to having to draw the leave entitlement all at once.

#### **Key provisions of the draft regulations**

The key provisions of the Draft Regulations primarily revolve around the flexibility in using paternity leave, and in requesting or modifying the requested days of leave. These are detailed below.

##### *Flexibility in drawing on paternity leave*

Fathers and partners would have the option to draw on their two-week statutory paternity leave entitlement as two separate one-week blocks of leave instead of (and in addition to) two weeks of consecutive leave, as is currently the case.

##### *Paternity leave timeframe*

The period over which paternity leave could be drawn would be the first year after the birth or adoption of a child. Currently, fathers or partners paternity leave must be taken within 56 days of a child's date of birth or placement for adoption.

##### *Notice of leave request*

Currently, employees are required to provide a minimum of 15 weeks' notice before the expected week of childbirth.

The new provisions would allow for a change in the dates requested with 28 days' notice. For domestic adoptions, the notice period for taking paternity leave would be changed from currently seven days to 28 days.

Specifically, concerned employees would have to provide a 'Notification of entitlement' 15 weeks before the expected week of childbirth or placement; and a leave request anytime up to 28 days before the requested leave dates.

### *Employment protection*

Fathers and partners on paternity leave, or within six months of taking paternity leave, would be protected from termination, with certain exceptions.

## **Preparing for forthcoming changes**

Human resources teams will need to be one step ahead by preparing for the forthcoming changes in advance. Paternity leave policies, procedures, processing forms, employee handbooks and a host of other materials would need to be tailored to account for the changes. HR systems would need to be adapted to more complex leave request and notice requirements.

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