



House of Commons

Wednesday 31 January 2018

PUBLIC BILL COMMITTEE

New Amendments handed in are marked thus ★

☆ *Amendments which will comply with the required notice period at their next appearance*

PARENTAL BEREAVEMENT (LEAVE AND PAY) BILL

NOTE

This document includes all amendments tabled to date and includes any withdrawn amendments at the end. The amendments have been arranged in the order in which they relate to the Bill.

Kevin Hollinrake

That, if proceedings on the Parental Bereavement (Leave and Pay) Bill are not completed at this day's sitting, the Committee shall meet on Wednesdays while the House is sitting at 2.00 pm.

Patricia Gibson
David Linden
Gavin Newlands

NC2

To move the following Clause—

“Parental bereavement leave and pay: review of extension of entitlement

The Secretary of State must, within three months of this Act being passed, lay a report before Parliament reviewing the extension of entitlement to parental bereavement leave and pay to people who are self-employed or are employed on zero-hours contracts.”

Member's explanatory statement

This new clause would require the Secretary of State to review the extension of parental bereavement leave and pay to self-employed people and those on zero-hours contracts.

Parental Bereavement (Leave and Pay) Bill, *continued*

Victoria Prentis

16

Schedule, page 2, line 15, at end insert “Such relationship with the child may include—

- (a) the mother as identified on the child’s birth certificate,
- (b) the father as identified on the child’s birth certificate,
- (c) the step-parent of the child, by virtue of marriage or civil partnership with the mother or father at the time of birth, and
- (d) the adoptive parent of the child.”

Member’s explanatory statement

This amendment would give specific examples in the definition of a ‘bereaved parent’ for the purposes of taking parental bereavement leave.

Carolyn Harris

21

Schedule, page 2, line 15, at end insert “Such relationship with the child may include—

- (a) a person with parental responsibility, as defined by section 3 (Meaning of “parental responsibility”) of the Children Act 1989, for the child, and
- (b) a person who is the child’s foster parent.”

Member’s explanatory statement

This amendment would give examples in the definition of a ‘bereaved parent’ for the purposes of taking parental bereavement leave. This would include foster parents.

Carolyn Harris

22

Schedule, page 2, line 15, at end insert—

“(2A) For the purpose of this section “foster parent” means—

- (a) a local authority foster parent within the meaning of the Children Act 1989,
- (b) a person with whom a child has been placed by a voluntary organisation under section 59(1)(a) of that Act, or
- (c) a private foster parent within the meaning of section 53 of the Safeguarding Vulnerable Groups Act 2006.”

Member’s explanatory statement

This amendment is consequential to Amendment 21 and provides a definition of foster parent.

Patricia Gibson
David Linden
Gavin Newlands

10

Schedule, page 2, line 22, at end insert “, including arrangements for taking the entitled leave at different points within the period specified in subsection (6).”

Member’s explanatory statement

This amendment would ensure that regulations on parental bereavement leave provide flexibility on when the entitled leave can be taken.

Parental Bereavement (Leave and Pay) Bill, *continued*

David Linden
Gavin Newlands
Patricia Gibson

2

Schedule, page 2, line 25, leave out from “to” to end of line and insert—

“ —

(d) at least two weeks’ leave, and

(e) at least one day’s leave for the day on which the child’s funeral takes place.”

Member’s explanatory statement

This amendment would ensure that the minimum period of parental bereavement leave is two weeks plus an additional day for the day of the child’s funeral.

Laura Pidcock

11

Schedule, page 2, line 25, at end insert—

“(5A) Provision under subsection (4)(a) must secure that an employee’s entitlement to leave under this section will not be required to be taken consecutively and may be taken in blocks of one day at a time.”

Member’s explanatory statement

This amendment would allow flexibility in the parental bereavement leave arrangements.

David Linden
Gavin Newlands
Patricia Gibson

3

Schedule, page 2, line 27, leave out “56 days” and insert “52 weeks”.

Member’s explanatory statement

This amendment would extend the period of time within which parental bereavement leave must be taken from 56 days to 52 weeks.

Antoinette Sandbach

20

Schedule, page 2, line 27, leave out “56 days” and insert “26 weeks”

Member’s explanatory statement

This amendment would extend the minimum period of time within which parental bereavement leave must be taken from 56 days to 26 weeks.

Patricia Gibson
David Linden
Gavin Newlands

6

Schedule, page 2, line 35, leave out from “means” to end and insert “a son or daughter of any age”.

Member’s explanatory statement

This amendment would change the definition of “child”, for the purpose of parental bereavement leave, to a son or daughter of any age.

Parental Bereavement (Leave and Pay) Bill, *continued*

Laura Pidcock

12

Schedule, page 2, line 35, at end insert “, or a person with a lifelong disability and a recognised dependency over the age of 18”

Member’s explanatory statement

This amendment would extend the definition of “child”, for the purposes of parental bereavement leave, to those over the age of 18 with a lifelong disability and recognised dependency.

Will Quince

14

Schedule, page 2, line 35, at end insert “, or in full time education, or both”

Member’s explanatory statement

This amendment would extend the definition of “child” for the purposes of parental bereavement leave, to those over the age of 18 who are in full time education.

Antoinette Sandbach

19

Schedule, page 2, line 35, at end insert “, or a person under the age of 25 with a lifelong disability and a recognised dependency.”

Member’s explanatory statement

This amendment would extend the definition of “child” for the purposes of parental bereavement leave, to those under the age of 25 with a lifelong disability and recognised dependency.

Will Quince

25

Schedule, page 2, line 35, at end insert “(see also section 80EE for the application of this Chapter in relation to stillbirths)”

Member’s explanatory statement

This amendment is consequential on Amendment 26.

Will Quince

26

Schedule, page 4, leave out lines 29 to 35 and insert—

“80EE Application in relation to stillbirths

In this Chapter—

- (a) references to a child include a child stillborn after twenty-four weeks of pregnancy, and
- (b) references to the death of a child are to be read, in relation to a stillborn child, as references to the birth of the child.”

Member’s explanatory statement

This amendment extends the provisions about parental bereavement leave to bereaved parents of stillborn children.

Patricia Gibson
David Linden
Gavin Newlands

8

Schedule, page 4, line 30, leave out “may” and insert “must”.

Member’s explanatory statement

This amendment would give the Secretary of State a duty, rather than a power, to extend parental bereavement leave to cases where a child is stillborn after twenty-four weeks of pregnancy.

Parental Bereavement (Leave and Pay) Bill, continued

- Will Quince 27
- Schedule, page 4, line 37, leave out “, 80EE”
Member’s explanatory statement
This amendment is consequential on Amendment 26.
- David Linden
 Gavin Newlands
 Patricia Gibson 4
- Schedule, page 5, leave out lines 10 to 12.
Member’s explanatory statement
This amendment would remove the condition that an employee needs to be with an employer for a continuous period of 26 weeks in order to receive parental bereavement pay.
- Victoria Prentis 17
- Schedule, page 5, line 26, at end insert “Such relationship with the child may include—
- (a) the mother as identified on the child’s birth certificate,
 - (b) the father as identified on the child’s birth certificate,
 - (c) the step-parent of the child, by virtue of marriage or civil partnership with the mother or father at the time of birth, and
 - (d) the adoptive parent of the child.”
- Member’s explanatory statement**
This amendment would give specific examples in the definition of a ‘bereaved parent’ for the purposes of taking parental bereavement leave.
- Carolyn Harris 23
- Schedule, page 5, line 26, at end insert “Such relationship with the child may include—
- (a) a person with parental responsibility, as defined by section 3 (Meaning of “parental responsibility”) of the Children Act 1989, for the child, and
 - (b) a person who is the child’s foster parent.”
- Member’s explanatory statement**
This amendment would give examples in the definition of a ‘bereaved parent’ for the purposes of taking parental bereavement leave. This would include foster parents.
- Carolyn Harris 24
- Schedule, page 5, line 26, at end insert—
- “(3A) For the purpose of this section “foster parent” means—
- (a) a local authority foster parent within the meaning of the Children Act 1989,
 - (b) a person with whom a child has been placed by a voluntary organisation under section 59(1)(a) of that Act, or
 - (c) a private foster parent within the meaning of section 53 of the Safeguarding Vulnerable Groups Act 2006.”
- Member’s explanatory statement**
This amendment is consequential to Amendment 23 and provides a definition of foster parent.

Parental Bereavement (Leave and Pay) Bill, *continued*

David Linden
Gavin Newlands
Patricia Gibson

5

Schedule, page 6, leave out lines 15 to 21.

Member's explanatory statement

This amendment is consequential to Amendment 4.

David Linden
Gavin Newlands
Patricia Gibson

1

Schedule, page 7, leave out lines 4 to 6 and insert—

“(1) Statutory parental bereavement pay is payable at an employee’s full rate of pay.”

Member's explanatory statement

This amendment would remove the power to set in regulations the rate of parental bereavement pay. Instead, the employee would be entitled to parental bereavement pay at their full pay rate.

Patricia Gibson
David Linden
Gavin Newlands

7

Schedule, page 9, line 18, leave out from “means” to end and insert “a son or daughter of any age”.

Member's explanatory statement

This amendment would change the definition of “child”, for the purpose of parental bereavement pay, to a son or daughter of any age.

Laura Pidcock

13

Schedule, page 9, line 18, at end insert “, or a person with a lifelong disability and a recognised dependency over the age of 18”

Member's explanatory statement

This amendment would extend the definition of “child”, for the purposes of parental bereavement pay, to those over the age of 18 with a lifelong disability and recognised dependency.

Will Quince

15

Schedule, page 9, line 18, at end insert “, or in full time education, or both”

Member's explanatory statement

This amendment would extend the definition of “child” for the purposes of parental bereavement pay, to those over the age of 18 who are in full time education.

Antoinette Sandbach

18

Schedule, page 9, line 18, at end insert “, or a person under the age of 25 with a lifelong disability and a recognised dependency.”

Member's explanatory statement

This amendment would extend the definition of “child”, for the purposes of parental bereavement pay, to those under the age of 25 with a lifelong disability and recognised dependency.

Parental Bereavement (Leave and Pay) Bill, *continued*

- Will Quince 28
- Schedule, page 9, line 18, at end insert “(see also section 171ZZ15 for the application of this Part in relation to stillbirths)”
Member’s explanatory statement
This amendment is consequential on Amendment 29.
- Will Quince 29
- Schedule, page 10, leave out lines 40 to 46 and insert—
“171ZZ15 Application in relation to stillbirths
 In this Part—
 (a) references to a child include a child stillborn after twenty-four weeks of pregnancy, and
 (b) references to the death of a child are to be read, in relation to a stillborn child, as references to the birth of the child.”
Member’s explanatory statement
This amendment extends the provisions about statutory parental bereavement pay to bereaved parents of stillborn children.
- Patricia Gibson
 David Linden
 Gavin Newlands 9
- Schedule, page 10, line 41, leave out “may” and insert “must”.
Member’s explanatory statement
This amendment would give the Secretary of State a duty, rather than a power, to extend parental bereavement pay to cases where a child is stillborn after twenty-four weeks of pregnancy.
- Will Quince 30
- Schedule, page 11, leave out line 3
Member’s explanatory statement
This amendment is consequential on Amendment 29.

NOTICES WITHDRAWN

The following Notices were withdrawn on 11 January 2018:

NC1
