



House of Commons

Friday 11 May 2018

CONSIDERATION OF BILL (REPORT STAGE)

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This document includes all amendments tabled to date and includes any withdrawn amendments at the end.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 Foster
Michael Tomlinson

Schedule, page 2, line 11, leave out 'parent' and insert 'primary care giver'.

Member's explanatory statement

This amendment would widen the provision to include those who are not 'parents' but were the main carer of the deceased child.

1

Kevin Foster
Michael Tomlinson

Schedule, page 2, line 11, after 'parent', insert 'or grandparent where they were the primary carer of the child.'

Member's explanatory statement

This amendment would widen the provision to include grandparents where they were the primary carer of the deceased child.

2

Kevin Foster
Michael Tomlinson

Schedule, page 2, leave out line 22.

Member's explanatory statement

This amendment would remove the ability to set the period within which the leave may be taken.

3

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

Patricia Gibson

22

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.

Kevin Foster

Michael Tomlinson

4

Schedule, page 2, line 25, leave out ‘two’ and insert ‘four’.

Member’s explanatory statement

This amendment would increase the minimum time off from work from two to four weeks.

Kevin Foster

Michael Tomlinson

5

Schedule, page 2, leave out lines 26 to 28.

Member’s explanatory statement

This amendment would remove any deadline for when the leave must be taken.

Patricia Gibson

23

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

Kevin Foster

Michael Tomlinson

6

Schedule, page 3, line 1, leave out “‘child’ means a person under the age of 18;”

Member’s explanatory statement

This amendment would mean that parental bereavement leave would apply to a child of any age, not just those below the age of 18.

Patricia Gibson

24

Schedule, page 3, line 1, leave out from “a” to end of line 3 and insert “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.

Kevin Foster

Michael Tomlinson

7

Schedule, page 3, line 11, after ‘absence,’ insert ‘save for remuneration’.

Member’s explanatory statement

This amendment would make clear that the employee is not entitled to contractual pay for the leave.

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

- Kevin Foster
Michael Tomlinson
- 8
- Schedule, page 3, line 18, leave out “a job of a kind prescribed by regulations,” and insert “the job in which they were employed before their absence,”.
- Kevin Foster
Michael Tomlinson
- 11
- Schedule, page 4, leave out lines 8 to 17
Member’s explanatory statement
This amendment would remove the power to make regulations providing for notices, or make provision for any consequences as a result of failing to give notice, or failure to keep records of notice or comply with other procedural requirements.
- Kevin Foster
Michael Tomlinson
- 10
- Schedule, page 4, leave out lines 8 to 10.
Member’s explanatory statement
This amendment would remove the requirement to give any notice to take leave.
- Kevin Foster
Michael Tomlinson
- 9
- Schedule, page 4, line 8, after “about” insert “reasonable”.
Member’s explanatory statement
This amendment would create a requirement of giving a reasonable notice period before taking the leave.
- Michael Tomlinson
Kevin Foster
- 12
- Schedule, page 5, line 9, leave out ‘parent’ and insert ‘primary care giver’.
Member’s explanatory statement
This amendment would widen the provision to include those who are not ‘parents’ but were the main carer of the deceased child.
- Michael Tomlinson
Kevin Foster
- 13
- Schedule, page 5, line 11, leave out from “employer” to end of line 12.
Member’s explanatory statement
This amendment would remove the qualifying period to make the pay element a day one right.
- Michael Tomlinson
Kevin Foster
- 14
- Schedule, page 5, line 25, after ‘parent’, insert ‘or grandparent where they were the primary carer of the child’.
Member’s explanatory statement
This amendment would widen the provision to include grandparents where they were the primary carer of the deceased child.

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

Michael Tomlinson
Kevin Foster

15

Schedule, page 5, leave out from the start of line 40 to the end of line 2 on page 6.

Member's explanatory statement

This amendment would remove the requirement to give notice, and how to give notice in order to receive parental bereavement pay.

Michael Tomlinson
Kevin Foster

16

Schedule, page 5, line 44, after 'which' insert 'reasonable'.

Member's explanatory statement

This amendment would require the individual to give a reasonable amount of notice for taking bereavement pay.

Michael Tomlinson
Kevin Foster

17

Schedule, page 6, leave out lines 1 and 2 and insert—

“(3) Employers must accept notice given in writing, face to face, by telephone or through a third party on behalf of the bereaved parent.”

Member's explanatory statement

This amendment would remove the requirement to give notice in writing, allowing this to be given in conversation or through a third party on their behalf.

Michael Tomlinson
Kevin Foster

18

Schedule, page 6, leave out from start of line 48 to end of line 2 on page 7.

Member's explanatory statement

This amendment would remove the liability of HMRC to pay statutory bereavement pay.

Michael Tomlinson
Kevin Foster

19

Schedule, page 7, line 13, leave out 'two' and insert 'four'.

Member's explanatory statement

This amendment would increase the payment for bereavement pay from a minimum of two to four weeks.

Michael Tomlinson
Kevin Foster

20

Schedule, page 7, leave out lines 18 to 21.

Member's explanatory statement

This amendment would remove the requirement for bereavement pay to be paid within at least 56 days.

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

Michael Tomlinson
Kevin Foster

21

Schedule, page 9, line 18, leave out ““child” means a person under the age of 18”.

Member’s explanatory statement

This amendment would mean that parental bereavement pay would apply to a child of any age, not just those below the age of 18.

Patricia Gibson

25

Schedule, page 9, line 18, leave out from “a” to end of line 20 and insert “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.
