
DRAFT STATUTORY INSTRUMENTS

2024 No.

The Carer's Leave Regulations 2024

Part 3

Taking Carer's Leave

Application of terms and conditions during carer's leave

- 9.**—(1) An employee who takes carer's leave is, during any period of that leave—
- (a) entitled to the benefit of all the terms and conditions of employment which would have applied if the employee had not been absent, and
 - (b) bound by any obligations arising under those terms and conditions of employment which would have applied, subject to the exception in section 80K(1)(b) of the 1996 Act.
- (2) In paragraph (1)(a) “terms and conditions” has the meaning given to it by section 80K(3) of the 1996 Act and accordingly does not include terms and conditions about remuneration.
- (3) For the purposes of section 80K of the 1996 Act, only sums payable to an employee by way of wages or salary are to be treated as remuneration.