



# Employment Act 2002

## 2002 CHAPTER 22

### PART 1

#### STATUTORY LEAVE AND PAY

#### CHAPTER 1

##### PATERNITY AND ADOPTION

*Administration and enforcement: pay*

### **8 Regulations about payment**

- (1) The Secretary of State may make regulations with respect to the payment by employers of [<sup>F1</sup>statutory paternity pay,] statutory adoption pay<sup>[F2]</sup>, statutory shared parental pay and statutory parental bereavement pay].
- (2) Regulations under subsection (1) may, in particular, include provision—
  - (a) about the records to be kept by employers in relation to payments of statutory paternity pay and [<sup>F3</sup>statutory paternity pay,]<sup>[F4]</sup> statutory shared parental pay and statutory parental bereavement pay], including the length of time for which they are to be retained;
  - (b) for the production of wages sheets and other documents and records to officers of the Board for the purpose of enabling them to satisfy themselves that [<sup>F5</sup>statutory paternity pay,] statutory adoption pay<sup>[F6]</sup>, statutory shared parental pay and statutory parental bereavement pay] have been paid and are being paid, in accordance with the regulations, to employees who are entitled to them;
  - (c) for requiring employers to provide information to employees (in their itemised pay statements or otherwise);
  - (d) for requiring employers to make returns to the Board containing such particulars with respect to payments of [<sup>F7</sup>statutory paternity pay,] statutory

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*Changes to legislation: Employment Act 2002, Section 8 is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations. (See end of Document for details) View outstanding changes*

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adoption pay<sup>F8</sup>, statutory shared parental pay and statutory parental bereavement pay] as the regulations may provide.

(3) Regulations under subsection (1) must be made with the concurrence of the Board.

#### **Textual Amendments**

- F1** Words in s. 8(1) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(2)(a)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F2** Words in s. 8(1) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2
- F3** Words in s. 8(2)(a) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(3)(a)(i)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F4** Words in s. 8(2)(a) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2
- F5** Words in s. 8(2)(b) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(3)(b)(i)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F6** Words in s. 8(2)(b) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2
- F7** Words in s. 8(2)(d) substituted (5.4.2015) by Children and Families Act 2014 (c. 6), s. 139(6), **Sch. 7 para. 52(3)(c)(i)**; S.I. 2014/1640, art. 7(aa) (with art. 16)
- F8** Words in s. 8(2)(d) substituted (18.1.2020) by Parental Bereavement (Leave and Pay) Act 2018 (c. 24), s. 2(2), **Sch. para. 37**; S.I. 2020/45, reg. 2

**Changes to legislation:**

Employment Act 2002, Section 8 is up to date with all changes known to be in force on or before 14 May 2024. There are changes that may be brought into force at a future date. Changes that have been made appear in the content and are referenced with annotations.

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**Changes and effects yet to be applied to :**

- s. 8(1) words substituted by [2023 c. 20 Sch. para. 37](#)
- s. 8(2)(a) words substituted by [2023 c. 20 Sch. para. 37](#)
- s. 8(2)(b) words substituted by [2023 c. 20 Sch. para. 37](#)
- s. 8(2)(d) words substituted by [2023 c. 20 Sch. para. 37](#)

**Changes and effects yet to be applied to the whole Act associated Parts and Chapters:**

Whole provisions yet to be inserted into this Act (including any effects on those provisions):

- s. 7(3)(e) and word inserted by [2023 c. 20 Sch. para. 36\(4\)\(c\)](#)
- s. 15(2)(bb) word omitted by [2023 c. 20 Sch. para. 43\(a\)](#)
- s. 15(2)(bc) inserted by [2023 c. 20 Sch. para. 43\(b\)](#)