

**L.N. 175 of 2010****EMPLOYMENT AND INDUSTRIAL RELATIONS ACT  
(CAP. 452)****Parental Leave Entitlement (Amendment) Regulations, 2010**

IN exercise of the powers conferred by articles 10 and 48 (2) of the Employment and Industrial Relations Act, the Prime Minister has made the following regulations –

Title. **1.** The title of these regulations is the Parental Leave Entitlement (Amendment) Regulations, 2010 and they shall be read and construed as one with the Parental Leave Entitlement Regulations 2003, hereinafter referred to as “the principal regulations”.

L.N. 225 of 2003.

Amends regulation 7 of the principal regulations.

**2.** Regulation 7 of the principal regulations shall be amended as follows:

(a) for sub-regulation (1) thereof there shall be substituted the following:

“(1) An employer who receives notice for parental leave as prescribed in regulation 6, may temporarily postpone the granting of parental leave for justifiable reasons related to the operation of the place of work.”; and

(b) for paragraph (d) of sub-regulation (2) thereof, there shall be substituted the following:

“(d) where the place of business is a small enterprise employing not more than ten people, provided that the employer consults with the employee in order to establish alternative dates when such leave may be availed of, in such a way to avoid indefinite postponement of the requested parental leave;”.

