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WORK AND FAMILIIES ACT 2006

As from 1st October 2006, new legislation will be in force.

The Work and Families legislation will:

- Extend maternity and adoption pay from six to nine months from April 2007, towards the goal of a year's paid leave by the end of the Parliament
- Extend the right to request flexible working to carers of adults from April 2007
- Give employed fathers a new right to up to 26 weeks Additional Paternity Leave some of which could be paid, if the mother returns to work. This will be introduced alongside the extension of maternity pay to 12 months
- Introduce measures to help employers manage the administration of leave and pay and plan ahead with greater certainty from April 2007
- Help employers and employees benefit from improved communication during maternity leave

It also:

- Provides an enabling power to extend the entitlement to 4 weeks leave, making it additional to time equivalent to bank (and public) holidays. The DTI are currently consulting on these changes
- Provides a one-off power to increase the maximum amount of a week's pay affecting compensation payments in connection with, in particular, redundancy, unfair dismissal and insolvency

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