
The information on these pages is only provided for general guidance. If you do have a legal problem you must ensure that you obtain individual independent legal advice to protect your interests and rights

Time off for dependants

If the parental leave is a little rigid, this is less so. It allows a right to unpaid time off work for reasonable periods to make urgent arrangements for dependants. You can take it if you have only been there a week for:-

- Illness or injury to a dependant
- Arranging care for a sick dependant
- The death of a dependant
- Unexpected disruption for the care of a dependant
- An unexpected incident involving a child at School

Dependants includes a spouse; children; parents or a person (other than a tenant, lodge or employee) who lives in the employees household. It also includes (in relation to the right to take time off) to anyone who reasonable relies upon the employee.

If an employer refuses such time off, the employee can seek compensation through the Employment Tribunal, provided that the claim is brought within 3 months of the refusal.