

L.N. 28 of 2025

**EMPLOYMENT AND INDUSTRIAL RELATIONS ACT
(CAP. 452)**

Urgent Family Leave (Amendment) Regulations, 2025

IN EXERCISE of the powers conferred by article 10 of the Employment and Industrial Relations Act, the Minister responsible for employment and industrial relations after consultation with the Employment Relations Board, has made the following regulations:-

Citation and
commencement.

S.L. 452.88.

1. (1) The title of these regulations is the Urgent Family Leave (Amendment) Regulations, 2025 and these regulations shall be read and construed as one with the Urgent Family Leave Regulations, hereinafter referred to as the "principal regulations".

(2) These regulations shall come into force within two (2) months from their publication in the Gazette.

Amends
regulation 6 of
the principal
regulations.

2. Sub-regulation (1) of regulation 6 of the principal regulations shall be substituted by the following new sub-regulation:

"(1) The employee shall have the right to be provided with a minimum of thirty-two (32) hours with pay per year by the principal as time off from work for urgent family reasons as specified in these regulations:

Provided that the first sixteen (16) hours availed of by the employee for urgent family reasons shall be deducted from the annual leave entitlement of the employee. Whilst the remaining sixteen (16) hours availed of shall be deducted from the annual sick leave entitlement of the employee, subject to the availability of the respective balances of the employee."