



CABINET – 29TH APRIL 2015

SUBJECT: DRAFT SHARED PARENTAL LEAVE POLICY

REPORT BY: ACTING DIRECTOR OF CORPORATE SERVICES AND SECTION 151 OFFICER

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- 1.1 The attached report, which sought the views of Members on the introduction of a Shared Leave Parental Leave Policy, was considered by the Policy and Resources Scrutiny Committee on 14th April 2015, prior to its presentation to Cabinet.
 - 1.2 The report outlined a new Shared Parental Leave Policy, in line with new legislation introduced in England Wales on 1st December 2014, to allow employees leave to care for a child after birth or placed for adoption in the first year following the birth or adoption. Shared parental leave is a statutory right for all children due to be born or placed for adoption on or after 5th April 2015. The draft policy (attached at Appendix 1) outlined the arrangements and notification requirements before a period of Shared Parental Leave (SPL) and the entitlement to pay during the SPL period.
 - 1.3 Members were advised that consideration had been given to whether the Authority should adopt a statutory or enhanced Occupational Shared Parental Pay Scheme and whether the Council's Maternity Pay Policy should be reduced. It was explained that such arrangements could be cost-prohibitive and may not be compatible with the Council's People Management Strategy in recruiting and retaining a balanced workforce, and were therefore not recommended to Members.
 - 1.4 Members were asked to note that Gary Enright (Unison Branch Secretary) was unable to attend that evening's meeting but had emailed the Vice-Chair to confirm the support of the Trade Unions for the new Policy.
 - 1.5 Following consideration of the report and the draft Policy, the Policy and Resources Scrutiny Committee unanimously recommended to Cabinet that for the reasons contained therein:-
 - (i) Members note that the Shared Parental Policy is based on the statutory entitlement and in all aspects other than pay it mirrors the Council's Maternity and Adoption Policies;
 - (ii) The Council do not adopt an enhanced Occupational Shared Parental Pay Scheme;
 - (iii) The Maternity Pay scheme is not reduced to the statutory scheme only;
 - (iv) The Shared Parental Leave Policy (attached at Appendix 1) be adopted.
 - 1.6 Members are asked to consider the recommendations.

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Appendices:
Appendix 1 Report to Policy and Resources Scrutiny Committee on 14th April 2015 – Agenda
Item 11