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| Subject: | Motion – Leave Arrangements |
| Date: | 20th January, 2023 |
| Reporting Officer: | Christine Sheridan, Director of Human Resources |
| Contact Officer: | Sharon Steele, Principal HR Advisor |

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| Restricted Reports | |
| Is this report restricted? | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| If Yes, when will the report become unrestricted? | |
| After Committee Decision | <input type="checkbox"/> |
| After Council Decision | <input type="checkbox"/> |
| Sometime in the future | <input type="checkbox"/> |
| Never | <input type="checkbox"/> |

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| Call-in | |
| Is the decision eligible for Call-in? | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |

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| 1.0 | Purpose of Report/Summary of Main Issues |
| 1.1 | Three motions were agreed by the Council in 2021 relating to leave arrangements for parental bereavement leave and pay, miscarriage leave and fertility treatment leave. |
| 1.2 | This report informs the Committee of the outcome of the consultation with the Trade Unions and the additional leave provisions which will be implemented on 1st February 2023, pending completion of the equality screening. |
| 2.0 | Recommendation |
| 2.1 | The Committee is asked to note the outcome of the consultation with the Trade Unions on enhanced leave arrangements. |
| 3.0 | Main Report |
| 3.1 | The Strategic Policy and Resources Committee, on 19th August 2022, agreed that the Council would consult with the Trade Unions on the proposed enhanced leave arrangements as follows: |

Parental Bereavement Leave and Pay

- 3.2 To award 10 consecutive days bereavement leave, not solely in the case of a child under 18, but for the death of a close relative;
To award 10 consecutive days full pay, not statutory pay, as a day one right with no qualifying service required: and
To award 1 days paid leave to attend the funeral of an extended family member.

Paid Leave for Miscarriage

- 3.3 To treat miscarriage as a bereavement and offer 10 days' bereavement leave on full pay to employees who suffer a miscarriage as a day one right.

Fertility Treatment Leave

- 3.4 To award 10 days full paid leave following any unsuccessful IVF treatment to employees who have undergone IVF treatment, as a day one right, in addition to the paid time off for medical appointments that already exists.

Through the consultation process with the Trade Unions, the following more favourable provisions were agreed at JNCC on 15th December 2022:

Parental Bereavement Leave and Pay

- 3.5 Award 10 consecutive days' bereavement leave, not solely in the case of a child under 18, including the case of still birth for the partner, or the death of a close relative (1) or for those who have sole responsibility for the funeral arrangements.

Award 10 consecutive days' full pay, not statutory pay, as a day one right with no qualifying service required.

Award 1 days' paid leave to attend the funeral of an extended family member (2)

- (1) The definition of a close relative is a "spouse, civil partner, mother, father, son, daughter, brother, sister, stepdaughter, stepson, stepmother, stepfather, stepbrother or stepsister". There may be exceptional circumstances where the 10 days could be awarded outside of the above 'close relative' definition' e.g., for the death of a grandparent when the employee was brought up by their grandparents.
- (2) The definition of an extended family member is grandparent, grandchild, mother/father-in-law, daughter/son-in-law."

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| 3.6 | <p>Paid Leave for Miscarriage:</p> <p>Treat miscarriage as a bereavement and offer 10 days' bereavement leave on full pay to employees who suffer a miscarriage as a day one right.</p> <p>Offer 3 days' bereavement leave to an employee who is the partner/surrogate parents for someone who had a miscarriage.</p> <p>Fertility Treatment Leave:</p> <p>Award 10 days full paid leave following any unsuccessful IVF treatment to employees who have undergone IVF treatment, as a day one right in addition to the paid time off for medical appointments that already exists</p> <p>Offer 3 days' leave to an employee who is the partner/surrogate parents for someone who had unsuccessful IVF treatment.</p> |
| | Financial and Resource Implications |
| 3.8 | There will be an impact in terms of increased leave entitlement in the case of bereavement, miscarriage and IVF treatment as outlined above. |
| | Equality or Good Relations Implications/Rural Needs Assessment |
| 3.9 | The introduction of the enhanced leave provisions will be subject to equality and rural needs screening. |
| 4.0 | Documents Attached |
| | None |