

EX124. Referral from Corporate Partnership Forum

The Executive considered a report by the Director of Corporate and Housing Services which sought approval of a revised Family Leave policy. The Corporate Partnership Forum had considered the Family Leave policy on 5 February 2020 and had agreed to refer it to the Executive for approval.

The Family Leave policy had been put into the revised style policy format and combined both the teaching and non-teaching policies into one. Further clarity was included in relation to teachers' paternity leave during school holidays and confirmation that probationer teacher service was included in the calculation to qualify for maternity pay.

Updated information from pension legislation was included for LGPS unpaid leave. Legislative changes were anticipated to come into effect in April 2020 which would impact on the policy. If that was the case the policy would be updated to reflect the new legislation in relation to:-

- **Parental Bereavement Leave and Pay Act**

The Act would give all employed parents a day-one right to 2 weeks' leave if they lost a child under the age of 18, or suffered a stillbirth from 24 weeks of pregnancy. Employed parents would also be able to claim pay for this period, subject to meeting eligibility criteria.

- **Neonatal Leave and Pay**

The proposal was that parents receive one week of Neonatal Leave and Pay for every week that their baby was in neonatal care, up to a maximum number of weeks which was still to be determined. This would apply to parents of babies who had spent a minimum of two continuous weeks in neonatal care immediately after birth.

Decision

The Executive:-

- (1) approved the immediate implementation of changes to the Family Leave policy;**
- (2) noted the likely legislative changes for Bereaved Parents and Neonatal Parents as outlined in paragraph 4.4 of the report, and**
- (3) agreed that the flexibility set out in paragraph 4.4 of the report was implemented once the legislation was passed.**