

Bolsover District Council

Union/Employee Consultation Committee

8th June 2015

Maternity Policy

Report of the Assistant Director – Human Resources

This Report is Public

Purpose of the Report

To ask UECC to consider the attached Maternity Policy and Procedures document and recommend it for adoption by the Council.

1 Report Details

- 1.1 The policy attached at **Appendix A** reflects the latest position in respect of legislation and conditions of service governing maternity leave and pay.
- 1.2 The policy pulls together all of the provisions contained in the existing Maternity Provisions Policy, Maternity Provisions (Apprentices) and Maternity Leave Guidance, and replaces these three documents.

2 Conclusions and Reasons for Recommendation

- 2.1 Where policies reflect the legislative position, it is important to review these regularly to ensure they remain fit for purpose. In addition, it is proposed to pull together the contents of three existing documents to aid clarification.

3 Implications

3.1 Finance and Risk Implications

- 3.1.1 None.

3.2 Legal Implications including Data Protection

- 3.2.1 None.

3.3 Human Resources Implications

- 3.3.1 None.

4 Recommendations

- 4.1 UECC are asked to agree to the proposed policy and procedures document so that it can be approved for adoption.

5 Decision Information

Is the decision a Key Decision? (A Key Decision is one which results in income or expenditure to the Council of £50,000 or more or which has a significant impact on two or more District wards)	N/A
District Wards Affected	N/A
Links to Corporate Plan priorities or Policy Framework	N/A

6 Document Information

Appendix No	Title
A.	Maternity Policy and Procedures
Background Papers (These are unpublished works which have been relied on to a material extent when preparing the report. They must be listed in the section below. If the report is going to Cabinet (NEDDC) or Executive (BDC) you must provide copies of the background papers)	
Report Author	Contact Number
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