

**Bolsover District Council**

**Union/Employee Consultation Committee**

**8th June 2015**

<b>Maternity Support Leave and Paternity Leave</b>
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**Report of the Assistant Director – Human Resources**

This Report is Public

**Purpose of the Report**

To ask UECC to consider the attached Maternity Support Leave and Paternity Leave document and recommend it for adoption by the Council.

**1 Report Details**

- 1.1 Further to the introduction under the Children and Families Act 2014 of a new system of shared parental leave and pay, Additional Paternity Leave has been discontinued.
- 1.2 For this reason, the existing policy on Paternity Leave, which includes a section on Maternity Support Leave although this is not included in the title, has been reviewed.
- 1.3 Attached at Appendix A is the draft revised document which gives information about the differences and entitlements of maternity support leave and paternity leave.

**2 Conclusions and Reasons for Recommendation**

- 2.1 Where policies reflect the legislative position, it is important to review these regularly to endure they remain fit for purpose.

**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 revised Maternity Support Leave and Paternity Leave document so that it can be approved for adoption.

#### 5 **Decision Information**

<b>Is the decision a Key Decision?</b> (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
<b>District Wards Affected</b>	N/A
<b>Links to Corporate Plan priorities or Policy Framework</b>	N/A

#### 8 **Document Information**

Appendix No	Title
A.	Maternity Support Leave and Paternity Leave
<b>Background Papers</b> (These are unpublished works which have been relied on to a material extent when preparing the report.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)	
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