

Report of the HR Manager

CAREER BREAK POLICY

1. Purpose of report

To consider the introduction of a new Career Break Policy.

2. Detail

The Council recognises that occasionally an employees' external commitments may need to take priority over work, for example, having to care for a family member for a period of time.

The Career Break Policy is aimed to support employees by giving them the option to take an unpaid break for up to two years with the ability to return to their role (as far as reasonably practicable).

As the Council has invested significant time and training for employees, the Career Break will ensure that these skills are retained and not lost permanently.

Other local authorities have been benchmarked and the information is included in the appendix.

Recommendation

The Local Joint Consultative Committee is asked to RECOMMEND to the Personnel Committee the introduction of the Career Break Policy.

Background papers

Nil.