

Report of the Chief Executive

Leave Scheme

1. Purpose of Report

To consider amendments to the Leave Scheme.

2. Recommendation

The Committee is asked to RECOMMEND to Cabinet that amendments to the Leave Scheme be approved.

3. Detail

On 6 April 2024, the Government created the Carer's Leave Act 2023 and the associated Carer's Leave Regulations 2024, allowing employees with caring responsibilities to take one week of unpaid leave per year. This applies to any employees who are caring for a spouse, civil partner, child, parent or other dependant who needs care because of a disability, old age or any illness or injury likely to require at least three months of care. The leave entitlement is available from the first day of employment with no qualifying period.

4. Financial Implications

The comments from the Head of Finance Services were as follows:

There are no additional financial implications to consider with the ongoing business as usual activities continuing to be met within existing resources.

5. Legal Implications

The comments from the Monitoring Officer / Head of Legal Services were as follows:

The Council must demonstrate preparation for and compliance with the requirements of the new legislation in addition to compliance with existing requirements. If this is not implemented correctly, it could leave the Council open to legal challenge.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

An update will be provided at the meeting.

7. Union Comments

The Union comments were as follows:

An update will be provided at the meeting.

8. Climate Change Implications

The climate change implications are contained within the report.

9. Data Protection Compliance Implications

This report does not contain any OFFICIAL(SENSITIVE) information and there are no Data Protection issues in relation to this report.

10. Equality Impact Assessment

As this is a change to policy / a new policy an equality impact assessment is included in the appendix to this report.

11. Background Papers

Nil.

REFERENCE