

Report of the Chief Executive

Maternity Leave Scheme

1. Purpose of Report

To consider amendments to the Maternity Leave Scheme.

2. Recommendation

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

3. Detail

On 6 April 2024, the Government introduced changes to legislation relating to Pregnancy and Maternity:

Employees taking certain types of parental leave now have protection from redundancy for at least 18 months. This protection means that if their role is made redundant their employer must give them first refusal of any other vacancies; however, they can still be made redundant if no appropriate vacancy is available. Previously, employees only had this protection during their period of maternity, adoption or shared parental leave.

Protection now begins on the day the employer is first notified of the employee's pregnancy and ends 18 months after the date of the child's birth. These protections also now extend to 18 months after the date of adoption for parents taking adoption leave or 18 months after the child's birth in cases where a parent is taking at least six weeks of shared parental leave.

In relation to Miscarriage and Stillbirth, employees are protected from discrimination under the Equality 2010 for two weeks following a miscarriage. In addition, the Policy has been clarified for cases of stillbirth, where the employee is eligible to take full maternity leave.

The Government's Salary Sacrifice scheme for Childcare Vouchers is now longer taking any new applicants from 4 October 2018 and the policy reflects this.

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 Committee is asked to RECOMMEND to Cabinet that the amendments to the Redundancy and Reorganisation Policy be approved.

6. Human Resources Implications

The comments from the Human Resources Manager were as follows:

To be discussed at LJCC.

7. Union Comments

The Union comments were as follows:

To be discussed at LJCC.

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 3** to this report.

11. Background Papers

Nil