



Cabinet 20 July 2011

Recommendations from Joint Staff Consultative Working Party: 21 June 2011 (Aug11/03)

Cabinet Member: Cllr David Ray

*Chairman of the Working Party:
Mr Howard Cook*

1. Terms of Reference (Report C30)

RECOMMENDED:-

That, the Terms of Reference, contained within Report C30, be approved, subject to paragraph 4.4 being amended to read:-

'Any member of the Working Party may be represented at meetings of the Working Party by a substitute with full powers, provided that the substitute has been duly appointed/elected.'

On 25 May 2011, the Cabinet reviewed its Working Parties and other Groups, including membership and Terms of Reference. Arising from that meeting, each Working Party have been requested to review, and amend where necessary, their Terms of Reference.

During the discussion the Working Party considered it advisable that the substitute rules should be clarified and applied to both the Employers' and Employees' sides.

2. Joint Paternity Leave Policy (Report C32)

RECOMMENDED:- That:-

- (1) *the Joint Paternity Leave Policy, attached as Appendix A to Report C32, be approved; and*
- (2) *the Head of Human Resources and Organisational Development, in consultation with the Borough Council's relevant Portfolio Holder and the equivalent at Forest Heath District Council, be authorised to make minor typographical, grammatical and/or factual changes.*

The Borough Council and Forest Heath District Council have been developing joint Human Resource policies as part of the Shared Services agenda.

Report C32 was produced in accordance with the Paternity and Adoption Leave Regulations 2002, as amended by the Additional Statutory Paternity Pay Regulations 2010. Under the 2010 Regulation changes, eligible employees' can take up to 26 weeks additional paternity leave with statutory paternity pay. Previously this had only been available to the mother of the child, but the leave can now be transferred to the father/mother's partner of the child, so long as they have responsibility for upbringing of the child with the mother.

A set of eligibility criteria has been set in law and reflected in the Policy. A set procedure has also been put in place which is also detailed in the Policy.

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