

# Maternity and Paternity Leave and Pay

<b>Report No:</b>	<b>SCP/WS/19/001</b>	
<b>Report to and date:</b>	<b>Staff Consultative Panel</b>	8 July 2019
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**Decisions Plan:** This item is not included on the Decisions Plan.

**Wards impacted:** None

**Recommendation:** The West Suffolk Staff Consultative Panel to **NOTE** the changes made to the West Suffolk Maternity and Paternity Leave and Pay Policy, as detailed in Report No: SCP/WS/19/001 and in the attached Appendix A.



## **1. Background / Context**

- 1.1 At the meeting in January 2015, it was agreed that any legislative changes to policies would be incorporated into those policies at the time of the change and reported to the next Staff Consultative Panel meeting for information.
- 1.2 In order to balance the package offered to both the female and male workforce relating to maternity/paternity pay a light review of the Policy was carried out.
- 1.3 Whilst the previous Policy met the statutory requirements of two weeks paid leave on SPP rate, it was not considered to be advantageous to staff who have tended to take leave as opposed to paternity leave due to the reduction in pay for the period. The review has resulted in an enhancement for paternity pay, depending upon length of service, for partners who are to support the mother or to look after the baby. This has also been important in terms of our commitment to the employer of choice and good practice.
- 1.4 Legislation relating to parental bereavement leave, which became an Act of Parliament in September 2018, is due to be introduced in April 2020. Government consultation has ended, providing information which has informed an early approach to the pending change and this has been included in this Policy.

## **2. Proposals**

- 2.1 The updated West Suffolk Maternity and Paternity Leave and Pay Policy is attached as Appendix A to this report.

## **3. Alternative Options**

- 3.1 There is an alternative to do nothing but to remain compliant with statutory requirements in terms of paternity leave.
- 3.2 In terms of parental bereavement leave, the alternative was to wait until the introduction of the Act in 2020 was considered. However the Government consultation on this subject has ended and strong indications of the changes suggest the content of the Act. The change in the content of this policy again is considered to be the expectation of a good employer and the employer of choice being enhanced.

## **4. Consultation and engagement**

- 4.1 Not applicable as policy is being updated.

## **5. Risks**

- 5.1 No risks identified.



**6. Appendices**

6.1 Appendix A – West Suffolk Maternity and Paternity Leave and Pay Policy:  
Updated June 2019

**7. Background documents**

7.1 Not applicable

