

# SALISBURY CITY COUNCIL

**Subject** : Parental Leave Policy  
**Committee** : Personnel Committee  
**Date** : 15 July 2019  
**Author** : Tracy Adams, HR Manager

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## 1. Report Summary:

1.1. This report introduces amendments to the Council's existing policy required to comply with statutory legislation - Maternity and Parental leave Regulations 1999, Amended Parental Leave (EU Directive) Regulations 2013.

## 2. Background:

- 2.1. Following legislation above has resulted in some changes to the parental leave rights namely:
- 2.1.1. Time limit extended from 13 weeks to 18 weeks unpaid leave
  - 2.1.2. Age of child increased from under 5 to under 18
- 2.2. The changes have been incorporated into the existing SCC policy and the revised policy is shown at Annex A (Doc 69580).
- 2.3. The HR Manager met with Unison and Unite who both confirmed that they are content with the proposed alterations to the policy.

## 3. Recommendation:

It is recommended that the Committee:

- 3.1. Approve the amended Parental Leave Policy as shown at Annex A (Doc 69580)

## 4. Wards Affected: All

## 5. Background papers: Draft Parental Leave Policy shown at Annex A (Doc 69580).

## 6. Implications:

- 6.1. **Financial:** Potential modest savings to Pension/Payroll and Employers NI
- 6.2. **Legal:** As shown in the policy
- 6.3. **Personnel:** As shown in the policy
- 6.4. **Environmental Impact:** Nil in relation to this report
- 6.5. **Equalities Impact Statement:** This policy applies to all.