

Information released under the Freedom of Information Act

Information released title: Maternity, Paternity & Adoption Leave

Summary of information:

- 1) With respect to the Authority's terms and conditions of employment, the current policy in relation to public and privilege holidays that fall during a period of maternity, paternity or adoption leave
- 2) Any prior policy pertaining to public and privilege holidays that fall during a period of maternity, paternity or adoption leave
- 3) The date the previous policy was amended to the current policy
- 4) Any internal correspondence and documents relating to an amendment to this policy - in particular any correspondence providing an explanation for changing policy (e.g. Bulletin 42, issued by the Cabinet Office in September 2011
<http://bit.ly/163hSMt>)

Date of release: 12 April 2013

1. The Company's Parental Policy does not specifically make reference to public and privilege holidays that fall during a period of maternity, paternity or adoption leave. However, with regard to public holidays, it is a statutory right to accrue holidays and bank holidays in periods of Ordinary and Addition Maternity, Paternity and Adoption leave and these would be accrued. With regards to privilege days, these are a contractual entitlements and would also be accrued and refunded to employees.
2. None of our prior policies, (current or prior) refer specifically to public and privilege holidays that fall during a period of maternity, paternity or adoption leave.
3. There have been no amendments to the policy with reference to public and privilege holidays that fall during a period of maternity, paternity or adoption leave. As previously stated none of our prior policies refer specifically to public and privilege holidays that fall during a period of maternity, paternity or adoption leave.

4. The link refers to the legislation that aligned Ordinary Maternity leave with Additional Maternity leave way back in October 2008. Again we would follow the statutory right, which is to accrue annual leave in both Ordinary and Additional Maternity leave. With regards to childcare vouchers, our policy states that the value of these will continue to be deducted unless we are notified otherwise by the employee or, SMP becomes payable. We do not have any internal correspondence and documents relating to the amendment to our policy as it was first issued after October 2008 when the statutory changes came into force.