

EAST HERTS COUNCIL

LOCAL JOINT PANEL - 11 MARCH 2015

HUMAN RESOURCES COMMITTEE - 25 MARCH 2015

REPORT BY THE SECRETARY TO THE EMPLOYER'S SIDE

FAMILY FRIENDLY POLICY (FORMERLY KNOWN AS MATERNITY,  
PATERNITY AND ADOPTION LEAVE POLICY)

WARD(S) AFFECTED:      NONE

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**Purpose/Summary of Report**

To approve the revised Family Friendly Policy (formerly known as the Maternity, Paternity and Adoption Leave Policy)

**RECOMMENDATION FOR LOCAL JOINT PANEL:**

**That:**

(A)	the revised Family Friendly Policy be recommended for approval.
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**RECOMMENDATION FOR HUMAN RESOURCES COMMITTEE**

**That:**

(A)	the revised Family Friendly Policy be approved
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1.0 Background

1.1 The Council's Family Friendly Policy (formerly Maternity, Paternity and Adoption Leave Policy (No 16 Issue No 2) was last reviewed in March 2013. The Council's programme of policy review is after three years or sooner in line with legislation and best practice.

## 2.0 Report

### 2.1 **Key Changes**

2.2 The Family Friendly Policy has been updated in line with employment law legislation which comes into effect on 5 April 2015.

2.3 This policy complies with all relevant employment legislation and provisions in the NJC Green Book.

2.4 This policy reflects the recent legislative changes and is compliant with The Shared Parental Leave Regulations 2014, The Shared Parental Pay (General) Regulations 2014, The Maternity and Adoptions Leave (curtailment of statutory rights to leave) Regulations 2014, Employment Rights Act 1996, Child and Families Act 2014 and Equality Act 2010

2.5 The revised Family Friendly Policy can be found at **Essential Reference Paper 'B'**

### 3.0 Implications/Consultations

3.1 Information on any corporate issues and consultation associated with this report can be found within **Essential Reference Paper 'A'**.

### Background Papers

None

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