

EAST HERTS COUNCIL

LOCAL JOINT PANEL - 17 JUNE 2015

HUMAN RESOURCES COMMITTEE - 8 JULY 2015

REPORT BY SECRETARY TO THE EMPLOYER'S SIDE

SHARED PARENTAL LEAVE AND FAMILY FRIENDLY POLICY  
UPDATE

WARD(S) AFFECTED:      NONE

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**Purpose/Summary of Report**

To approve the revised Shared Parental Leave and Family Friendly Policies

**RECOMMENDATIONS FOR LOCAL JOINT PANEL**

**That:**

(A)	the revised Shared Parental Leave Policy and Family Friendly Policy be recommended for approval
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**RECOMMENDATIONS FOR HUMAN RESOURCES COMMITTEE:**

**That:**

(A)	The revised Shared Parental Leave Policy and Family Friendly Policy be approved
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1.0 Background

1.1 The Human Resources Committee on 25 March 2015 recommended that the Secretary to the Employer's Side review fostering arrangements in other Authorities and report back to the Local Joint Panel.

## 2.0 Report

### 2.1 **Key Changes**

2.2 The Policies have been updated to include the rights of employees who fall within the 'Foster to Adopt' Scheme.

2.3 The changes in the policies (highlighted) reflect the feedback gained from other Council's that employees who fall within the 'Foster to Adopt' scheme are entitled to Adoption Leave, Shared Parental Leave and Paternity Leave.

2.4 Other Council's also offer additional general leave for fostering this would be supported by the Council's General Leave Policy.

2.4 The revised Shared Parental Leave Policy can be found at **Essential Reference Paper 'B'**.

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

### 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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