

EMPLOYMENT AND GENERAL COMMITTEE MEETING

Monday, 20th April, 2015

Present:-

Councillor Simmons (Vice Chair, in the Chair)

Councillors Gibson
King

*Matters dealt with under the Delegation Scheme

38 **DECLARATIONS OF MEMBERS' AND OFFICERS' INTERESTS
RELATING TO ITEMS ON THE AGENDA**

No declarations of interest were received.

39 **APOLOGIES FOR ABSENCE**

Apologies for absence were received from Councillor Elliott.

40 **MINUTES**

RESOLVED –

That the Minutes of the Meeting of the Committee held on 26 January, 2015 be approved as a correct record and signed by the Chair.

41 **MINUTES OF COUNCIL HEALTH AND SAFETY COMMITTEE**

The Minutes of the meetings of the Council Health and Safety Committee held on 13 November, 2014 and 12 February, 2015 were submitted.

***RESOLVED –**

- (1) That the Minutes be received and noted.
- (2) That the Council Health and Safety Improvement Programme report also be submitted to Employment and General Committee

alongside the relevant minutes of the Council Health and Safety Committee.

42 MINUTES OF COUNCIL JOINT CONSULTATIVE COMMITTEE

The Minutes of the meetings of the Council Joint Consultative Committee held on 15 October, 2014 and 15 December, 2014 were submitted.

***RESOLVED –**

That the Minutes be received and noted.

43 SHARED PARENTAL LEAVE GUIDELINES

The Human Resources Officer submitted a report recommending for approval the new Shared Parental Leave Guidelines.

These Guidelines were to set out the Council's policy in relation to Shared Parental Leave entitlement in accordance with new legislation.

Shared Parental Leave replaced Additional Paternity Leave where the expected week of birth or adoption matching date was on or after 5 April 2015.

Employed mothers would continue to be entitled to 52 weeks statutory maternity/adoption allowance leave and 39 weeks statutory maternity pay or allowance. An entitlement to two weeks statutory paternity leave remained in place for fathers and a mother's/adopter's partner. This was to remain the default scheme.

Shared Parental Leave allows eligible mothers to choose to end their maternity/adoption leave early and opt to share the parental leave with her partner or the child's father.

The Guidelines were to provide clarity in the process that needs to be followed by the employee and the Council, and what the employee is entitled to claim in respect of leave and pay.

***RESOLVED –**

That the new Shared Parental Leave Guidelines be approved.