

Cabinet Member meeting

03.05.24

Cabinet Member:	Portfolio:	
Cllr. Philip Hughes	Organisation and Workforce	
PATERNITY LEAVE POLICY		
Purpose:		
<p>The revised Paternity Leave policy sets out our commitment to supporting fathers and partners with enhanced rights for paternity leave and the procedure for managing a request from an employee for paternity leave in line with the Paternity Leave (Amendment) Regulations 2024 which comes into force to 6th April 2024.</p>		
Recommendations / key decisions required:		
<p>To endorse the Paternity Leave policy and recommend for adoption.</p>		
Reasons:		
<p>To ensure the Authority is compliant with the Paternity Leave (Amendment) Regulations 2024 and meets its statutory obligations.</p>		
Directorate:	Designations:	Tel/ Email addresses:
Name of Head of Service:	Paul Thomas	01267 246123
	Assistant Chief Executive	PRThomas@carmarthenshire.gov.uk
Report Author:	Ann Clarke	01267 246167
	HR Manager (Business Partnering)	ALClarke@carmarthenshire.gov.uk

Declaration of Personal Interest (if any):

None

Dispensation Granted to Make Decision (if any):

N/A

(If the answer is yes exact details are to be provided below:)

DECISION MADE:

Signed: _____ DATE: _____

CABINET MEMBER

The following section will be completed by the Democratic Services Officer in attendance at the meeting

Recommendation of Officer adopted	YES / NO
Recommendation of the Officer was adopted subject to the amendment(s) and reason(s) specified:	
Reason(s) why the Officer's recommendation was not adopted:	



EXECUTIVE SUMMARY

03.05.24

SUBJECT

Paternity Leave Policy

Paternity Leave

From 6 April 2024, employees will have enhanced statutory rights to paternity leave as set out in the Paternity Leave (Amendment) Regulations 2024.

Key changes:

The newly proposed regulations introduce several noteworthy changes to the existing paternity leave framework:

Flexible leave structure:

Employees will now have the flexibility to take their two-week paternity leave entitlement as two separate one-week blocks. This departure from the previous requirement of taking one continuous week or two consecutive weeks offers greater adaptability to people, acknowledging the diverse needs and circumstances that may arise during this crucial time.

An extended timeframe for leave:

Recognising the dynamic nature of family life, and to accommodate varying situations that can arise within the first year of a child's life, a significant shift has been made in the timeframe within which paternity leave can be taken. Instead of the previous restriction of 56 days following birth, employees will now be able to take paternity leave at any time within the 52 weeks after the birth of their child.

A reduced notice period:

The new regulations streamline the process for employees intending to take paternity leave by reducing the notice period from 15 weeks before the Expected Week of Childbirth (EWC) to a more manageable 28 days. This adjustment facilitates better planning for both employers and employees, ensuring smoother coordination during this crucial period.

Decision required: to recommend the adoption of amendments to the Paternity Leave policy.

DETAILED REPORT ATTACHED?

NO
Policy attached



I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report:

Signed: **Paul Thomas, Assistant Chief Executive (People Management)**

IMPLICATIONS

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	Staffing Implications	Physical Assets	Bio-diversity & Climate Change
YES	YES	NONE	NONE	NONE	YES	NONE	NONE

1. Policy, Crime & Disorder and Equalities

The Paternity Leave Policy supports the Authority's Corporate Strategy and our Well-being Objective 4: To further modernise and develop as a resilient and efficient Council (Our Council).

2. Legal

The Paternity Leave policy enables the Authority to meet its statutory requirements as laid out in the Paternity Leave (Amendment) Regulations 2024.

3. Staffing implications

The People Management team has a role to play in educating managers on these new responsibilities, managing and advising on applications, to ensure the statutory obligations are complied with and risks of claims minimised.

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul Thomas, Assistant Chief Executive

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

1. Scrutiny Committee

N/A

2. Local Member(s)

N/A

3. Community / Town Council

N/A

4. Relevant Partners

N/A

5. Staff Side Representatives and other Organisations

Recognised trades unions have been consulted via CERF.

**Section 100D Local Government Act, 1972 – Access to Information
List of Background Papers used in the preparation of this report:**

THERE ARE NONE

Title of Document	File Ref No.	Locations that the papers are available for public inspection