

## Information Report No 463/15 Schedule 2

### WITHDRAWAL OF MATERNITY SUPPORT LEAVE

Maternity Support Leave allowed non-teaching Local Government (LG) employees to take up to five days' leave with pay (pro-rata if less than a five day week worked) to assist a new mother in the care of the child at or around the time of birth. An employee was entitled to Maternity Support Leave if they were either the child's father or the mother's partner or had been nominated as carer by the mother and if they submitted the required documentation.

Subject to the requirements of the policy, paid leave could be requested on more than one occasion and to support different people. During 2014, 68 instances of maternity support leave were recorded for LG employees. These varied from one to five days in duration. In addition to the financial costs associated with paid leave, there was undoubtedly an impact on service delivery as well as time spent processing requests. Maternity Support Leave is not a statutory requirement and its withdrawal will result in financial savings and assist in the efficient delivery of services.

A proposal to withdraw entitlement to Maternity Support Leave for LG employees was formally agreed on 2 November 2015 following a period of consultation with trade unions and the senior management team. Agreement to the withdrawal was based on the understanding that alternatives including Paternity Leave (2 weeks paid leave) and Parental Leave (up to 18 weeks' unpaid leave) remain available to fathers and partners and unpaid leave, annual leave or time off in lieu will be considered on a case by case basis as an alternative to paid maternity support leave.

A similar entitlement exists for teachers, music instructors and associated education professionals under the Scottish Negotiating Committee for Teachers (SNCT) Conditions of Service. However, as SNCT conditions are agreed it is not feasible to withdraw the benefit for those employed under SNCT conditions.

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