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| Action from Corporate Committee on 8.11.22 | |
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| Agenda Item No: | 12 |
| Report Title | Elected Members Family Leave |
| Responsible Officer: | Frances Garrow, Head of HR, ICT &OD |
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| Information Sought: | Response: |
| The Head of HR, ICT and OD will provide feedback to Committee on the miscarriage (pre 24 weeks) and stillbirth (post 24 weeks) policy in place across the Council and what other local authorities have in place for elected members. | <p>Council current policy: Miscarriage up to 24 weeks: policy still to be confirmed. Work scheduled for Apr – Oct 23 as part of the annual policy review process.</p> <p>Stillbirth (post 24 weeks) - Maternity policy outlines entitlement for childbirth from 24 weeks onwards – maternity leave and pay is granted depending on meeting qualifying criteria.</p> <p>Special Leave outlines Parental Bereavement entitlement of 2 weeks and this includes those who have suffered a stillbirth after 24 weeks. 2 weeks paid leave is provided.</p> <p>Elected Members provisions – benchmarking was requested on current provision across the Scottish Councils however only yielded 5 responses. Of those responding, 3 have no policies in place for Elected Members on miscarriage pre or post 24 weeks although 1 indicated that they would endeavour to provide support. The other 2 returns confirmed a family leave policy was in place however did not address miscarriage.</p> |

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