

PARENTAL LEAVE

Below is our offering which incorporates statutory parental leave requirements with enhancements. As part of any policy change, we advise you to engage your Human Resources team and/or seek independent legal advice.

EXAMPLE POLICY WORDING

The Employee shall be entitled to parental leave in accordance with the Parental Leave and Employment Protection Act 1987 and its amendments. In addition to these provisions the Organisation will also provide the following:

- Two week's paid partner's leave to the Employee who is a spouse or partner of a primary carer following the birth of a baby. This leave must be taken within the first 6 months following the baby's birth and evidence of the relationship and/or baby's birth may be required.
- When a primary carer returns from parental leave, any annual leave accrued will be paid at the Employee's normal rate of pay at the time that the leave is taken.
- If the Employee resigns from the Organisation prior to the end of their parental leave, any annual leave accrued will be paid at the relevant rate required in accordance with the Holidays Act 2003.