

Family Friendly Policies

1. Section 6.1: Would like to see the employee's spouse's or civil partner's parents included in the definition of dependants as for many employees, "parents-in-law" can be as dependent on them as their biological parents
2. Section 6.2: Table on page 34 – I would like to see 'Grieving for a spouse' as an example of absences permitted under the right to time off for dependants. In my opinion, grief can be like an illness which should be recognised in terms of staff policy on absence
3. Clarification is also needed as to whether unpaid parental leave can be taken to cover a school holiday? Some employees find it hard to find child care for all school holidays.
4. What if the child dies? It is explicit in maternity but should it also be so in adoption and paternity leave policies?
5. Section 3: paternity leave. Last sentence ends with 'approval sought.' Should be 'where possible or practicable.'
6. Section 5: Parental leave. How can the Council postpone the leave? What Council business can be more important / crucial than the care of a child?
7. Time off for Dependants: Section 3.4: if for instance time off for dependants does not give the employee the scope / time off needed to look after a dependant what other leave is possible? Should this section sign post to other leave policies e.g. compassionate leave; flexi-time etc.