

Civil Service Conciliation and Arbitration Scheme

General Council Report 1377

(Meeting/s of 28 June 2000, 31 January 2001)

That pre-adoption visits by social workers to prospective adoptive parents who are Civil Servants be treated in the same way as pre-natal visits by pregnant staff i.e. that leave with pay be granted.

1. The PSEU put forward a claim at General Council on 28th June 2000 that pre-adoption visits by Social Workers to prospective adoptive parents who are Civil Servants be treated in the same way as ante-natal visits by pregnant staff, i.e. that leave with pay be granted.

2. The basis of the claim was that pregnant staff were allowed such paid time off as is necessary to attend ante-natal clinics. Evidence of appointment or attendance at the clinic is required. The official side agreed to consider this claim, with the details to be dealt with at the Equality Subcommittee.

3 Having considered the claim, and given the low costs involved, the official side agreed to the claim. In line with the provisions of Circular 36/95 on Maternity Leave, prospective adoptive parents are entitled to such paid time off from duty as is necessary for attendance at pre-adoption and post-adoption assessment visits. Evidence of appointment or attendance will be required. The rules governing such absence are as set out in S.I. No. 18 of 1995 (Maternity Protection (Time off for Ante-Natal and Post-Natal Care) Regulations 1995).

4. The official side wrote to the staff side on 24 November 2000 confirming agreement to the claim. At a General Council meeting of 31 January 2001 it was agreed to recommend that the claim be recorded as agreed.

5. This report was adopted on 31 January 2001.

Agreed Report

This report was adopted on 31 January 2001