

Civil Service Conciliation and Arbitration Scheme

General Council Report 1380

(Meeting/s of 31 January 2001, 28 March 2001)

That the period of paid Adoptive Leave for Civil Servants be increased to 18 weeks and the period of unpaid Adoptive Leave to 8 weeks.

Civil Service Conciliation and Arbitration Scheme

General Council Report 1380

Claim: That the period of paid Adoptive Leave for Civil Servants be increased to 18 weeks and the period of unpaid Adoptive Leave to 8 weeks.

Meetings 31 January, 2001 , 28 March, 2001

1. The Maternity Protection Act 1994 (Extension of Periods of Leave) Order 2001 and Adoptive Leave Act, 1995 (Extension of Periods of Leave) Order 2001 extended the period of leave and additional leave under the respective acts. The date of the commencement of the Orders was 8 February, 2001 and Circular 9/2001: 'Extension of Maternity and Adoptive Leave'. was issued to all government departments on that date. The Orders increased maternity leave from 14 to 18 weeks and additional maternity leave from 4 to 8 weeks. Adoptive leave was increased from 10 to 14 weeks and additional adoptive leave was increased from 4 to 8 weeks.

2. Adoptive leave is in line with the leave for biological mothers. The difference between the two entitlements is that, for health and safety reasons, pregnant women are required under Maternity Protection legislation to take a minimum of four weeks leave prior to the birth of the child.

3. The staff side asked that a report recording disagreement be prepared.

4. This report recording disagreement was adopted on 28 March, 2001.

This report was adopted on 28 March 2001