

Reference No: E103/3/67; **Date:** 14/02/91

14/02/1991 LP:- Marriage Leave on Separation or Breakdown

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1. At the July 1990 General Council meeting under the scheme of Conciliation and Arbitration for the civil service, the Staff Side presented a claim for the grant of special leave with pay in respect of marital separation or breakdown. Specifically, the Staff Side sought that officers affected should be granted paid leave to cover absences from duty in respect of attendance at court proceedings, consultation with solicitors or appointments with the family mediation service, subject to a limit of 3 days' paid leave in any case.

2. The Official side rejected the claim as presented, on the grounds that (a) the existing civil service provisions for special leave for domestic reasons compared favourably with the position in other employments and (b) there were no precedents in outside employments for the new arrangements sought by the Staff Side.

3. Subsequently, the Staff Side indicated that the problems which gave rise to the special leave claim could be largely resolved if the absences from duty referred to above could be dealt with in accordance with the special provisions for exceptional professional visits (i.e. medical or dental appointments) under the Guidelines for the operation of Flexible Working Hours. The Official Side undertook to consider this suggestion, and following further discussions it was agreed that Departments/Offices would be advised that the provisions of paragraphs 2.1 and 2.2(d) of the FWH Guidelines may be applied to absences from duty as described in par. 1 above, subject to an overall limit of

(a) three FWH credits, or

(b) a total of 10 ½ hours' credit,

whichever is more favourable for the officer concerned.

4. The FWH Guidelines may be regarded as having been modified accordingly, with effect from 1 January 1991. Corresponding arrangements may be applied, on an informal basis, in respect of staff to whom FWH arrangements do not apply, but who are covered by the C&A Scheme.

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