

## Civil Service Conciliation and Arbitration Scheme

### General Council Report 1350

(Meeting/s of 24 September 1997, 26 November 1997, 28 January 1998, 24 February 1999)

Claim that the 10 weeks special leave with pay which is granted to adoptive mothers, and sole male adopters, in the Civil Service be increased to 14 weeks

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### General Council Report No.1350

(Meeting of 24 February 1999)

**Agreement in relation to the granting of 4 FWH credits or a total of 14 hours' credit, whichever is the most favourable for the officer concerned in the case of a foreign adoption.**

1. The original claim that the 10 weeks special leave with pay which is granted to adoptive mothers, and sole male adopters, in the Civil Service be increased to 14 weeks was presented in September 1997. The basis for the claim was the substantial time involved in travelling and complying with administrative procedures abroad. The number of civil servants involved would be small. The Official Side indicated in November 1997 that it was not inclined to agree the claim but, at the request of the Staff Side, agreed to consider the matter further. Subsequent discussions were held between the Official Side and the Staff Side on the matter.
2. The Official Side considered the matter further in the light of the various arguments brought forward by the Staff Side. Accordingly, it has been agreed as an entirely exceptional measure and taking into account the unique circumstances surrounding foreign adoptions, to allow the relevant absences from duty to 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 up to a maximum of 4 FWH credits or a total of 14 hours' credit, whichever is the more favourable for the officer concerned.

3. This offer was accepted by the Staff Side.

4. This report was adopted on 24 February 1999.

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