

# Civil Service Conciliation and Arbitration Scheme

## General Council Report 1450

(Meeting/s of 28 January 2004, 30 March 2005)

Claim by IMPACT that the Parental Leave Scheme be changed as follows:

(i) To change the age for qualifying children to thirteen years of age.

(ii) To extend the leave by four weeks per year.

1. The Staff Side put forward this claim at General Council to enable parents with children aged up to thirteen years greater opportunity to participate in the workforce and provide further opportunity to restore work life balance.

2. The claim was referred to the Equality Subcommittee and was included as part of the general review of Work Life Balance arrangements that is currently being undertaken.

3. The Official Side rejected both parts of the claim. Part (i) of the claim was rejected on the basis that the upper age limit has already been increased from 5 to 8 years in advance of the revision of parental leave legislation. Part (ii) of the claim was rejected on the basis that a wide range of flexible working arrangements have been introduced into the civil service over the last number of years. They include the Worksharing scheme that provides for a variety of part time working patterns; Flexitime that allows staff to vary their starting and finishing times and the Term Time scheme whereby staff can match their working arrangement to their children's summer holidays. The Official side is of the view that the flexibility available to staff arising from these and other work life balance arrangements, together with the current parental leave entitlement, provides generous support to staff with young children.

4. This report recording disagreement was adopted on 30 March 2005.

Agreed report, recording disagreement.

This report was adopted on 30 March 2005