

Report

Report to:	South Lanarkshire Council
Date of Meeting:	26 February 2020
Report by:	Executive Director (Finance and Corporate Resources)

Subject:	Recommendation Referred by Executive Committee – Family Leave Guidance for Elected Members
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1. Purpose of Report

1.1. The purpose of the report is to:-

allow consideration of the following recommendation referred to the Council by the Executive Committee held on 4 December 2019:-

♦ **Family Leave Guidance for Elected Members**

- ♦ that the new Elected Member Family Leave Guidance, produced by COSLA, be approved and implemented.

2. Recommendation(s)

2.1. The Council is asked to approve the following recommendation(s):-

- (1) that the recommendation of the Executive Committee of 4 December 2019 in relation to the new Elected Member Family Leave Guidance be approved and implemented.

3. Recommendation Referred by the Executive Committee – Family Leave Guidance for Elected Members – Extract of Minute

3.1. A report dated 13 November 2019 by the Executive Director (Finance and Corporate Resources) was submitted on new guidance which had been issued by COSLA on elected members' family leave.

Currently, there was no family leave provision of any kind for anyone who was elected to public office, including councillors. The lack of family leave was considered a barrier which might discourage people from standing for election or prevent existing councillors who wanted to start a family from remaining in office.

The new guidance, which was attached as an appendix to the report, proposed:-

- ♦ maternity leave of up to 6 months commencing from 28 days before the due date
- ♦ a maximum of 2 weeks' paternity leave for the biological father or nominated carer of their partner/spouse
- ♦ shared parental leave arrangements to replicate any obtained by the councillor through their employer
- ♦ where both parents were councillors, up to a maximum of 26 weeks' leave might be shared between them
- ♦ up to 6 months' adoption leave from the date of placement
- ♦ councillors on maternity, shared parental or adoption leave must attend one Council/Committee meeting within a 6-month period unless the Council had agreed to an extended leave of absence prior to the expiry of the 6 month period

- ♦ a minimum of 28 days' notice to be provided to take leave
- ♦ all councillors would continue to receive their basic allowance in full during the leave periods
- ♦ where possible, all Councillors would continue to receive payment of their Special Responsibility Allowance whilst on maternity, paternity or adoption leave

The Guidance had been endorsed at the COSLA leaders' meeting for circulation to Scottish Councils for adoption on a voluntary basis.

The Committee decided: that the new Elected Member Family Leave Guidance, produced by COSLA, be endorsed and referred to the ordinary meeting of South Lanarkshire Council on 26 February 2020 for formal approval and implementation.

4 Employee Implications

- 4.1 All employee implications were highlighted as part of the original report to the Executive Committee.

5. Financial Implications

- 5.1 All financial implications were highlighted as part of the original report to the Executive Committee.

6. Climate Change, Sustainability and Environmental Implications

- 6.1. None.

7. Other Implications

- 7.1 Any risks or other implications have been highlighted as part of the original report to the Executive Committee.

7. Equality Impact Assessment and Consultation Arrangements

- 7.1 All equality impact assessment and consultation arrangements have been highlighted as part of the original report to the Executive Committee.

Paul Manning

Executive Director (Finance and Corporate Resources)

6 January 2020

Link(s) to Council Values/Ambitions/Objectives

- ♦ Fair, open and sustainable
- ♦ Accountable, effective, efficient and transparent

Previous References

- ♦ Executive Committee of 4 December 2019

List of Background Papers

As detailed in the report to Executive Committee

Contact for Further Information

If you would like to inspect the background papers or want further information, please contact:-

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