

This Report will be made public on 10 February 2020



Report Number **OS/19/07**

**To:** Overview and Scrutiny Committee  
**Date:** 18 February 2020  
**Status:** Non executive decision  
**Responsible Officer:** Susan Priest, Head of Paid Service

**SUBJECT:** MEMBERS' ALLOWANCES – DRAFT PARENTAL LEAVE POLICY

**SUMMARY:** This report sets out the draft parental leave policy for the committee's consideration.

**RECOMMENDATIONS:**

1. To receive and note report OS/19/07.
2. The Committee's view are sought on the draft parental leave policy contained in appendix 1.

## **1. BACKGROUND**

1.1 On 20th November 2019 Council received the fourth report of the Council's independent Remuneration Panel on members' allowances. The Council resolved (minute 66):-

- "1. To receive and note report A/19/19.*
- 2. To refer the report to the Governance Working Group and report back to Council.*
- 3. To thank the Independent Remuneration Panel for undertaking the Review."*

1.2 One of the recommendations of the panel was:-

*"13.6 Officers be asked to bring forward a parental leave scheme for consideration by the Council which would provide leave of absence for Councillors in cases of the birth or adoption of a child and that any such scheme, if approved by the Council, should be on the basis of no detrimental impact on an individual's basic allowance and the ICT allowance but that any SRA cease to be paid during the period when the special responsibilities are no longer being undertaken."*

1.3 This report appends (1) the draft report of officers that will be placed before the working group.

## **2. PROCESS FOR SEEKING COUNCIL'S DECISION ON THE PARENTAL LEAVE POLICY**

2.1 Prior to the consideration by the working group this committee's views are sought on the proposed draft parental leave policy. The views of the committee will be reported to the working group. Attached is the draft report which appends the proposed parental leave policy.

2.2 Also attached (2) is the Local Government Association's Labour Women's Taskforce model parental leave policy on which the draft policy is based though it does differ with respect to special responsibility allowances

2.3 The Committee's views are therefore requested

## **3. RISK MANAGEMENT ISSUES**

3.1 There is not a great deal of risk management involved in this issue.

## **4. LEGAL/FINANCIAL AND OTHER CONTROLS/POLICY MATTERS**

### **4.1 Legal Officer's Comments (NE)**

These are shown in the draft report at appendix 1.

#### **4.2 Finance Officer's Comments (SP)**

These are shown in the draft report at appendix 1.

#### **4.3 Diversities and Equalities Implications (RB)**

These are shown in the draft report at appendix 1.

### **5. CONTACT OFFICERS AND BACKGROUND DOCUMENTS**

Councillors with any questions arising out of this report should contact the following officer prior to the meeting.

Jemma West, Committee Services Specialist

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The following background documents have been relied upon in the preparation of this report:

None

#### **Appendices:**

Appendix 1: Draft Parental Leave Policy

Appendix 2: Local Government Association's Labour Women's Taskforce model parental leave policy