

Y BWRDD GWEITHREDOL 29 GORFFENNAF 2019

Y pwnc: Cynllun Tâl ac Absenoldeb - Babanod Cynamserol a Babanod sydd yn yr Ysbyty

Yr argymhellion / penderfyniadau allweddol sydd eu hangen:

Penderfynu a ellir cefnogi'r cynllun ac argymell bod yr Awdurdod yn ei fabwysiadu'n ffurfiol.

Y rhesymau:

Cefnogi llesiant gweithwyr yn ystod cyfnod heriol i rieni a, drwy wneud hynny, galluogi'r gweithiwr i fynychu'r gwaith yn rheolaidd ar ôl dychwelyd i'r gwaith a lleihau lefelau absenoldeb salwch.

Angen ymgynghori â'r pwyllgor craffu perthnasol

Amh.

Angen i'r Bwrdd Gweithredol wneud penderfyniad OES

Angen i'r Cyngor wneud penderfyniad NAC OES

YR AELOD O'R BWRDD GWEITHREDOL SY'N GYFRIFOL AM Y PORTFFOLIO:-
Cynghorydd Mair Stephen – Dirprwy arweinydd

Y Gyfarwyddiaeth

Enw Pennaeth y
Gwasanaeth:

Paul R Thomas

Awdur yr Adroddiad:

Ann Clarke

Swyddi:

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EXECUTIVE SUMMARY

EXECUTIVE BOARD

29th JULY 2019

Premature and Hospitalised Babies - Pay and Leave Scheme

The 'Smallest Things' Campaign - Premature Birth and Hospitalised Babies – Supporting Our Employees

In the UK 60,000 babies are born prematurely each year. When a baby is born too early some aspects of their development are not complete and they may not be ready for life outside of the womb. Many of these babies therefore, will need urgent neonatal care after birth and are likely to be hospitalised for a longer period than babies born at full term. This means parents of premature babies will often have to wait weeks for their new-born baby to be allowed home and enjoy what is remaining (if any) of their maternity, adoption, shared parental, maternity support or paternity leave.

Having a premature baby is one of the most stressful experiences a new parent can face. During the period babies remain in hospital, parents often have to travel back and forth from hospital, for parents with other children this can be particularly challenging as they manage the birth of their premature baby alongside their other children.

The cost of premature birth can be high, with parents spending in excess of £2,000 over the course of an average NICU stay. Also, it is estimated 40% of mothers experience post-natal depression following neonatal intensive care, compared to 5-10% of mothers who give birth without complication at full term, with more reporting symptoms of PTSD such as anxiety and flashbacks.

Without appropriate employer support many parents wellbeing may be affected over a longer term with potential to impact on future health, attendance at work and sickness absence rates.

The 'Smallest Things' campaign

A proactive step to assist our employees who are experiencing premature birth would be to make the proposed supportive offer to employees affected as outlined below recommended by the 'Smallest Things' campaign. For further information <https://thesmallestthings.org/take-action/extended-leave/>

The proposed supportive offer to our employees:

Premature Baby Maternity, Adoption, Shared Parental, Maternity Support and Paternity Leave and Pay

Parents of babies born at or before 37 weeks will be entitled to receive an extra week's Premature Baby Leave and Premature Baby Pay for every week their premature baby spends in hospital before their due date.

The Premature Baby Leave entitlement will be added to the end of the employee's maternity, adoption, shared parental, maternity support or paternity period after the maternity, adoption, shared parental, maternity support or paternity leave entitlement has been exhausted.

Premature Baby Pay, full pay for applicable weeks, will be paid to applicable employees at the beginning of their maternity, adoption, shared parental, maternity support or paternity leave period. The money is to be paid at the beginning of the period of applicable leave when it's most needed to support with the expenses associated with hospital visits, additional childcare costs for possible older siblings etc. Average earnings are normally calculated on the earnings of an employee over an 8-week period prior to the Qualifying Week, (QW).

It is important to note that the employee's normal entitlement to maternity, adoption, shared parental, maternity support or paternity leave pay will continue to apply and will not be affected by this scheme.

Full term hospitalised baby leave and pay

Parents of babies who are hospitalised immediately following full term birth due to illness will be entitled to receive full term hospitalised baby leave and pay for a period of up to 4 weeks. This leave entitlement will be added to the end of the employees maternity, adoption, shared parental, maternity support or paternity leave period, after the maternity or paternity leave entitlement has been exhausted. Full term hospitalised baby pay is equivalent to the average earnings normally calculated on the earnings of an employee over an 8-week period prior to the Qualifying Week, (QW) and will be paid to applicable employees at the beginning of their maternity, adoption, shared parental, maternity support or paternity leave period.

It is important to note that the employee's normal entitlement to maternity, adoption, shared parental, maternity support or paternity pay will continue to apply and will not be affected by this scheme.

Costs

It is estimated that in the preceding 12 months there have been 5 employees whose maternity leave has commenced early following premature birth and subsequent notification by managers to the Attendance Team. However, there may be more cases that have not been notified through to the Attendance Team so this figure may be higher. In addition, it is difficult to quantify the number of employees whose babies have been hospitalised at birth as these conversations take place with the manager directly and there is no requirement for HR to be involved.

Scope

This scheme would apply to all our employees with the exception of staff on the complement of locally managed schools, for whom the policy adopted by their respective schools will apply. The Local Authority should consider whether to recommend the scheme for adoption by schools governing bodies for consistency.

DETAILED REPORT ATTACHED?

NO

IMPLICATIONS

I confirm that other than those implications which have been agreed with the appropriate Directors / Heads of Service and are referred to in detail below, there are no other implications associated with this report :

Signed: **Paul R Thomas Assistant Chief Executive (People Management)**

Policy, Crime & Disorder and Equalities	Legal	Finance	ICT	Risk Management Issues	People Management	Physical Assets
YES	NONE	YES	NONE	NONE	YES	NONE

1. Policy, Crime & Disorder and Equalities

The Premature and Hospitalised Babies Pay and Leave Scheme supports the Council's strategic aim 'Feeling Fine...Health & Well-being' and supports the corporate objective to provide a supportive framework to enable employees to maintain regular attendance and reduce sickness absence.

2. Finance

The costs of introducing this scheme would need to be met within existing departmental budgets. However, it is anticipated that the adoption of this policy decision could save the Authority in future occupational sickness absence and replacement cover costs.

3. People Management

The HR team will provide advice and guidance to employees and managers on the Scheme

CONSULTATIONS

I confirm that the appropriate consultations have taken in place and the outcomes are as detailed below

Signed: Paul R Thomas Assistant Chief Executive, People Management

1. Scrutiny Committee

N/A

2. Local Member(s)

N/A

3. Community / Town Council

N/A

4. Relevant Partners

N/A

5. Staff Side Representatives and other Organisations

If endorsed the scheme will be communicated to staff side representatives through the Corporate Employee Relations Forum

Section 100D Local Government Act, 1972 – Access to Information

List of Background Papers used in the preparation of this report:

THERE ARE NONE

Title of Document	File Ref No.	Locations that the papers are available for public inspection