

# Cyfarfod yr Aelod Cabinet

## 03.05.24

|  |   |                            |
|--|---|----------------------------|
| <b>Yr Aelod Cabinet:</b>   | <b>Y Portffolio:</b>  |                            |
| Y Cynghorydd Philip Hughes   | Trefniadaeth a'r Gweithlu                                   |                            |
| <b>POLISI ABSENOLDEB TADOLAETH</b>   |   |                            |
| <b>Y Pwrpas:</b>   |   |                            |
| <p>Mae'r polisi Absenoldeb Tadolaeth diwygiedig yn nodi ein hymrwymiad i gefnogi tadau a phartneriaid gyda hawliau gwell o ran absenoldeb tadolaeth a'r weithdrefn ar gyfer rheoli cais gan weithiwr am absenoldeb tadolaeth yn unol â Rheoliadau Absenoldeb Tadolaeth (Diwygio) 2024 a ddaw i rym ar 6 Ebrill 2024.</p> |   |                            |
| <b>Yr argymhellion / penderfyniadau allweddol sydd eu hangen:</b>  |   |                            |
| <p>Cymeradwyo'r Polisi Absenoldeb Tadolaeth ac argymhell ei fabwysiadu.</p>  |   |                            |
| <b>Y Rhesymau:</b>   |   |                            |
| <p>Sicrhau bod yr Awdurdod yn cydymffurfio â Rheoliadau Absenoldeb Tadolaeth (Diwygio) 2024 ac yn cyflawni ei rwymedigaethau statudol.</p>   |   |                            |
| <b>Y Gyfarwyddiaeth:</b>   | <b>Swyddi:</b>  | <b>Y Gyfarwyddiaeth:</b>   |
| Enw Pennaeth y Gwasanaeth:   | Paul Thomas<br>Prif Weithredwr<br>Cynorthwyol<br>Ann Clarke | Enw Pennaeth y Gwasanaeth: |
| Awdur yr Adroddiad:  | Rheolwr Adnoddau Dynol (Partneriaeth Busnes)                | Awdur yr Adroddiad:        |

**Declaration of Personal Interest (if any):**

**None**

**Dispensation Granted to Make Decision (if any):**

**N/A**

**(If the answer is yes exact details are to be provided below:)**

**DECISION MADE:**

Signed: \_\_\_\_\_ DATE: \_\_\_\_\_

CABINET MEMBER

**The following section will be completed by the Democratic Services Officer in attendance at the meeting**

| Recommendation of Officer adopted   | YES / NO |
|---|----------|
| Recommendation of the Officer was adopted <b>subject to the amendment(s) and reason(s) specified:</b> |          |
| Reason(s) why the Officer's recommendation was <b>not adopted:</b>                                    |          |



# EXECUTIVE SUMMARY

## 03.05.24

### SUBJECT

## Paternity Leave Policy

### Paternity Leave

From 6 April 2024, employees will have enhanced statutory rights to paternity leave as set out in the Paternity Leave (Amendment) Regulations 2024.

### Key changes:

The newly proposed regulations introduce several noteworthy changes to the existing paternity leave framework:

#### Flexible leave structure:

Employees will now have the flexibility to take their two-week paternity leave entitlement as two separate one-week blocks. This departure from the previous requirement of taking one continuous week or two consecutive weeks offers greater adaptability to people, acknowledging the diverse needs and circumstances that may arise during this crucial time.

#### An extended timeframe for leave:

Recognising the dynamic nature of family life, and to accommodate varying situations that can arise within the first year of a child's life, a significant shift has been made in the timeframe within which paternity leave can be taken. Instead of the previous restriction of 56 days following birth, employees will now be able to take paternity leave at any time within the 52 weeks after the birth of their child.

#### A reduced notice period:

The new regulations streamline the process for employees intending to take paternity leave by reducing the notice period from 15 weeks before the Expected Week of Childbirth (EWC) to a more manageable 28 days. This adjustment facilitates better planning for both employers and employees, ensuring smoother coordination during this crucial period.

**Decision required:** to recommend the adoption of amendments to the Paternity Leave policy.

DETAILED REPORT ATTACHED?

NO  
Policy attached



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 Thomas, Assistant Chief Executive (People Management)**

## IMPLICATIONS

|   |            |             |             |                        |                       |                 |                                |
|---|------------|-------------|-------------|------------------------|-----------------------|-----------------|--------------------------------|
| Policy, Crime & Disorder and Equalities | Legal      | Finance     | ICT         | Risk Management Issues | Staffing Implications | Physical Assets | Bio-diversity & Climate Change |
| <b>YES</b>                              | <b>YES</b> | <b>NONE</b> | <b>NONE</b> | <b>NONE</b>            | <b>YES</b>            | <b>NONE</b>     | <b>NONE</b>                    |

### 1. Policy, Crime & Disorder and Equalities

The Paternity Leave Policy supports the Authority’s Corporate Strategy and our Well-being Objective 4: To further modernise and develop as a resilient and efficient Council (Our Council).

### 2. Legal

The Paternity Leave policy enables the Authority to meet its statutory requirements as laid out in the Paternity Leave (Amendment) Regulations 2024.

### 3. Staffing implications

The People Management team has a role to play in educating managers on these new responsibilities, managing and advising on applications, to ensure the statutory obligations are complied with and risks of claims minimised.

## CONSULTATIONS

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

Signed: Paul Thomas, Assistant Chief Executive

(Please specify the outcomes of consultations undertaken where they arise against the following headings)

**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**

Recognised trades unions have been consulted via CERF.

**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 |
|-------------------|--------------|---|
|                   |              |   |