

Recommendations to the Council

Parental Leave Policy for Elected Members

The County Council, at its meeting on 23 May 2019, passed the following motion:

“(a) That this Council notes that Staffordshire County Council does not currently have a formalised policy relating to Parental Leave for elected Members as there is at present no legal right to Parental Leave for those elected to public office.

(b) It is proposed that this Council should adopt a Parental Leave Policy for elected Members on a new addition to their family. This council resolves to set up a working group to consider the attached policy proposals on Parental Leave.”

On completion of the Working group’s consideration of this matter, the draft Parental Leave Policy was submitted to the Audit and Standards Committee at its meeting on 12 October 2020 who resolved “That full Council be recommended to approve the proposed Parental Leave Policy for Members.”

A copy of the Policy is attached as Appendix A to this report.

With regard to the payment of allowances to Chairmen of Committees who take parental leave, in 2019 the County Council approved that the following paragraph be added to Annex 1 to the Members’ Allowances Scheme:

4.3. The Chairman of the County Council, in consultation with the relevant group leader, has delegated authority to increase the allowance paid to a Vice-Chairman of a Committee to the level of the corresponding Chairman’s allowance if they are required to take on the responsibilities of the Chairman for a sustained period. The Special Responsibility Allowance paid to the Chairman of the Committee will be suspended during this period.

It is suggested that this be amended as follows:

4.3 The Chairman of the County Council, in consultation with the relevant group leader, has delegated authority to increase the allowance paid to a Vice-Chairman of a Committee to the level of the corresponding Chairman’s allowance if they are required to take on the responsibilities of the Chairman for a sustained period. The Special Responsibility Allowance paid to the Chairman of the Committee will be suspended during this period unless the Parental Leave Policy has been applied.

Recommendation – (a) That Council approves the attached Parental Leave Policy for Elected Members.

(b) That paragraph 4.3 of Annex 1 to the Members’ Allowances Scheme be amended to read as follows:

The Chairman of the County Council, in consultation with the relevant group leader, has delegated authority to increase the allowance paid to a Vice-Chairman of a Committee to the level of the corresponding Chairman's allowance if they are required to take on the responsibilities of the Chairman for a sustained period. The Special Responsibility Allowance paid to the Chairman of the Committee will be suspended during this period unless the Parental Leave Policy has been applied.