

EMPLOYMENT COMMITTEE

4 FEBRUARY 2016

EMPLOYEES AS FOSTER CARERS OR SHARED LIVES CARERS

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose of Report

1. The purpose of this report is to seek the Employment Committee's approval for changes to the Leave Arrangements Policy.

Background

2. At the meeting on 3 December 2015, Employment Committee agreed the introduction of paid leave for employees who are, or are interested in becoming, foster carers or Shared Lives carers.
3. The Leave Arrangements Policy has therefore been updated to confirm that these employees may be granted up to 148 hours' (20 days) paid leave per year in order to undertake their caring responsibilities.

Implementation

4. The proposed changes to the policy have been agreed by the Trade Unions.
5. If approved by the Employment Committee, the new leave provisions will become effective as soon as it is practically possible, subject to finalising a joint communications plan with the Fostering and Shared Lives Teams. A copy of the revised policy will be published on the Council's intranet for managers and employees to view.
6. To promote the new leave provisions, an article will be published in Managers' Digest and a news item posted on the front page of the Council's intranet.

Recommendations

7. The Committee is asked to approve the new wording for the Leave Arrangements Policy, attached as Appendix A to this report.

Background Papers

None.

Circulation under Local Issues Alert Procedure

None.

Officers to Contact

Gordon McFarlane, Assistant Director - Corporate Services

Tel: 0116 3056123

Email: gordon.mcfarlane@leics.gov.uk

Denise Lacey, Recruitment Lead - Fostering and Adoption

Tel: 0116 3053902

Email: denise.lacey@leics.gov.uk

List of Appendices

Appendix A - New Wording for the Leave Arrangements Policy

Equalities and Human Rights Implications

10. The policy proposed seeks to ensure that changes which impact on employees as foster carers promote greater equality and are implemented in a fair and non-discriminatory manner.