



# Leave Policy

## Brixham Town Council

Notes (delete these before using this policy)

1. Annual leave entitlements in this template policy are in accordance with the current minimum entitlement for 'Green Book' employees (i.e. those whose terms and conditions are nationally agreed by the NJC for Local Government Services). Councils may wish to replace these details with their own agreed annual leave entitlement(s), which should be equal to or exceed those stated.
2. Extra statutory days: some Councils have agreed locally that either or both of the extra statutory days should be incorporated into employees' normal annual leave. In this case the minimum annual leave entitlement is 23 days with no extra statutory days (rather than 21 days plus 2 extra statutory days). After 5 years' service this increases to 27 days with no extra statutory days (rather than 25 days with 2 extra statutory days).
3. Carry over of annual leave is at the Council's discretion.
4. There is no statutory entitlement to compassionate leave. The entitlement in this document is a suggested provision that the Council may wish to consider.
5. The Green Book states that paid leave will be given to staff undertaking public duties. However, it is for each Council to determine any limit on the amount of such leave. The amount stated is a suggestion that the Council may wish to consider.

## 1 Annual Leave

The Council takes a positive view on work/life balance issues and believes that employees should take responsibility for regularly taking annual leave to ensure their own health, safety, and wellbeing in accordance with the Working Time Directive.

Annual leave must only be taken with Line Manager approval. Employees must give as much notice as possible when requesting annual leave. Such notice should be at least twice the number of days' leave that the employee wishes to take as annual leave.

The annual leave year runs from 1 April to 31 March.

The minimum paid annual leave entitlement is 21 days, rising to 25 days after five years' continuous local government service. Employees are also entitled to two extra statutory holidays per year; the timing of these will be decided by the Council. Those employed part-time will be entitled to leave on a pro-rata basis.

Employees who join and/or leave the Council during the annual leave year will receive a holiday entitlement proportionate to their completed service during the leave year.

In the event of the employee leaving the Council, payment for any leave which has been taken in excess of their accrued part year entitlement will be deducted from the final wage payment.

## **2 Bank/Public Holidays**

All employees are entitled to paid bank/public holiday leave. The Council recognises eight bank holidays during the year, although the dates of these may vary from year to year.

Part-time employees have a pro rata entitlement to bank/public holiday leave. This is calculated with reference to the annual entitlement of a full-time employee.

## **3 Carry Over of Annual Leave**

All annual leave should be taken in the leave year during which it is accrued. A maximum of five days' leave can be carried over into the next leave year with the permission of the Town Clerk.

## **4 Compassionate Leave With Pay**

Up to 3 days' compassionate leave with pay can be granted in order to help the employee to cope with the death or serious illness of a member of their immediate family. This includes:

- Husband, wife, or partner;
- Mother or father;
- Child, including any adopted child; and
- Sister or brother

A further day may be granted for attending the funeral.

All applications for Compassionate Leave must be made to the Town Clerk for determination.

In exceptional circumstances, the Town Clerk will consider granting a maximum of a further seven days' compassionate leave in any one year.

## **5 Public Duties**

Up to 5 days' leave with pay per year may be given with the permission of the Town Clerk for serving on public bodies or undertaking public duties, e.g. magistrate's service, school governing bodies, and political appointments for those employees whose posts are not politically restricted.

Where an allowance is claimable for loss of earnings, employees should claim and pay the allowance to the Council.

## **6 Jury Service**

Paid leave of absence will be granted for employees undertaking jury service. Where an allowance is claimable for loss of earnings, the employee should claim this and pay the allowance to the Council.

## **7 Additional Leave**

Additional leave without pay may be granted in special circumstances at the discretion of the Town Clerk.

## **8 Parental Leave**

### **8.1 Introduction**

The Parental Leave Regulations came into force as part of the Employment Relations Act 1999. They apply to all parents (birth or adoptive) and those people with parental responsibilities and allow for them to take up to 18 weeks' unpaid leave for each child.

This leave must be taken between the child's birth or placement (in the case of adoption) and their 18th birthday.

### **8.2 Eligibility**

The right to take up to 18 weeks' unpaid leave is subject to the following conditions:

- The rights are acquired after one year's continuous employment with the Council and apply to both mothers and fathers.
- Both parents are entitled to take 18 weeks' parental leave for each child.
- The leave can only be taken in blocks of one week or more, up to a maximum of four weeks in one year, except where the child is disabled, in which case it may be taken one day at a time.
- The employee needs to give his or her line manager at least 21 days' notice in writing to take leave.
- The line manager may postpone the leave for a maximum of 6 months if there are sound business reasons for doing so. The line manager should seek agreement with the employee over mutually acceptable arrangements and confirm the outcome in writing within 7 days of the request.
- Line managers should keep a record of leave taken under this entitlement, so that it is clear when the entitlement is exhausted.
- Employees have the right to return to their job in the same way as provided to those returning from maternity leave.
- Time taken as parental leave counts as continuous service.

- If an employee falls ill during parental leave, the absence will be treated as sick leave for those periods covered by a doctor's certificate.

## **9 Time Off For Dependants**

Under the Employment Rights Act 1996, all employees (regardless of their length of service) have the right to take a reasonable amount of unpaid time off work in order to deal with particular unexpected emergencies affecting their dependants.

A dependant is:

- A spouse;
- A civil partner;
- A child;
- A parent;
- A person who lives with the employee other than as his or her employee, tenant, lodger, or boarder;
- Any other person who would reasonably rely on the employee for assistance if he or she fell ill or was injured or assaulted, or who would rely on the employee to make arrangements for the provision of care in the event of illness or injury; or
- In relation to the disruption or termination of care for a dependant or any other person who reasonably relies on the employee to make arrangements for the provision of care.

Under this provision, an employee is entitled to take time off work:

- Where a dependant falls ill, gives birth, or is injured or assaulted;
- To provide assistance following the death of a dependant;
- Where there has been an unexpected disruption to, or termination of, the arrangements for the care of a dependant; and
- To deal with an emergency relating to a child of the employee that occurs unexpectedly at the child's school.

Although there is no requirement to give notice the employee must, as soon as possible, tell their line manager the reason for their absence and how long they expect to be away from work.

## **10 Implications of Authorised Unpaid Leave and Industrial Action for Local Government Pensionable Service**

Under the LGPS 2014 rules, if employees who are LGPS members are granted unpaid leave of absence they will have the option to buy back the 'lost' pension by taking out a Shared Cost Additional Pension Contribution (SCAPC) contract. The Town Council will contribute towards the cost, with the split being 1/3<sup>rd</sup> employee, 2/3<sup>rd</sup>s employer. If the employee wishes to buy back the 'lost' pension they must write to the Town Clerk within 30 days of their return to work indicating their decision. Details of the cost of buying back the 'lost' pension can be obtained from the Pension Scheme; please ask the Town Clerk for details.

If employees who are LGPS members are absent from work due to industrial action they will also have the option to buy back the 'lost' pension by making an Additional Pension Contribution. In order to do so they must write to the Town Clerk as above; however there is no time limit and the entire cost will be met by the employee.