

Report to:	COUNCIL BUSINESS MANAGEMENT COMMITTEE
Report of:	Cabinet Member for Finance and Resources
Date of Meeting:	24 June 2019
Subject:	Family Friendly Policies
Wards affected:	None

1. Purpose of report:
<p>1.1 The purpose of the report is to provide an update to CBM on the work undertaken with regard to a motion in 2018 (reference 2c), which states:</p> <p><i>‘Motion for Debate: a working group to review, identify and address issues they face and help make Birmingham City Council an exemplar parent friendly employer, including reviewing staff parental leave policy.</i></p> <p><i>This review should explore bringing maternity pay (including shared parental leave) at least into line with the 6 months full pay now offered to non-SRA councillors and be completed in time for the 2018/19 budget process.’</i></p>

2. Decision(s) recommended:
<p>2.1 To note the contents of the report, work undertaken to date and the intention to bring together and update the current leave policies into one family friendly policy, along with the Council’s commitment for Thrive at Work and Workplace Wellbeing.</p>

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3. Relevant background/chronology of key events.
<p>3.1 As requested a working group was formed to benchmark and undertake research to compare BCC policies, with other local authorities and public sector organisations, this took place during 2018/19. The HR team also undertook conversations with the University of Birmingham and West Midlands Employers in terms of known best practice of shared parental leave and other policies.</p> <p>3.2 The information collated is shown as a comparison table at Appendix 1.</p> <p>3.3 There has been mention that BCC policies appear to not be comparable to others. From the information collated, it appears that there is only one organisation that pays full pay for 6 months for maternity leave, this being the University of Manchester.</p> <p>3.4 Where pay rates are enhanced from the statutory amount, the statutory entitlement is included in the enhanced rates.</p> <p>3.5 As you will see, Manchester City Council have more enhanced maternity arrangements than BCC, but we are in line with the other local government organisations for paternity arrangements and shared parental leave.</p>

- 3.6 From the samples collated the NHS appear to have a more enhanced maternity scheme than local government offers, as well as 2 weeks on full pay for paternity leave for employees with qualifying service which also appears to be standard in the NHS.
- 3.7 The Universities that have submitted responses appear to be more favourable in both maternity and paternity leave than local government authorities.
- 3.8 Of all the information collated all organisations pay only the statutory amounts for shared parental leave.

4. Next Steps

- 4.1 The City Council is committed to achieving the WMCA Thrive at Work Award and is currently going through the application process, along with refreshing our work on workplace wellbeing.
- 4.2 Thrive at Work will demonstrate our workplace commitment to meet the criteria and guidelines on creating a workplace that promotes employee health and wellbeing, focusing on key organisational enablers such as health and safety, manager training etc. in addition to health areas such as mental, musculoskeletal and physical health and promoting healthy lifestyles.
- 4.3 The above work is also feeding into the HR redesign and review of our policies in line with our Workforce Strategy 2018-2022, and we are looking into having one policy that covers all family friendly policies, rather than individual information in each area, and we will be able to incorporate into that any changes to entitlement, either as legislation changes or as policy decisions are approved.

Signature:

Chief Officer:

Comparison Table

Appendix 1

Organisation	Occupational Maternity Leave	Statutory Maternity Leave	Paternity Leave	Shared Parental Leave	Maternity Support Leave
BCC	6 weeks – 90% contractual pay 12 weeks – half pay + SMP 21 weeks – SMP	6 weeks – 90% average weeks pay 33 weeks – SMP	1 or 2 weeks paid at SMP	6 weeks – 90% contractual pay 33 weeks – SMP	1 week at full pay
Manchester Council	11 weeks – 90% average weeks pay 13 weeks – half pay + SMP 15 weeks – SMP	6 weeks – 90% average weeks pay 33 weeks – SMP	1 or 2 weeks paid at SMP	6 weeks – 90% average weeks pay 33 weeks – SMP	1 week at full pay
Walsall Council	6 weeks – 90% average weeks pay 12 weeks – half pay +SMP 21 weeks – SMP	6 weeks – 90% average weeks pay 33 weeks SMP	1 or 2 weeks paid at SMP	6 weeks – 90% average weeks pay 33 weeks SMP	1 week at full pay
Staffordshire County Council	6 weeks 90% of a weeks pay (for teaching staff - first 4 weeks is paid at full pay) 12 weeks – half pay +SMP 21 weeks – SMP	6 weeks – 90% average weeks pay 33 weeks SMP	1 week at full pay (green book) 1 week at SMP	6 weeks – 90% average weeks pay 33 weeks SMP	Included in paternity leave
Coventry Council	6 weeks – 90% of a weeks pay (average where pay varies) 12 weeks – half pay +SMP 21 weeks - SMP	6 weeks – 90% average weeks pay 33 weeks SMP	1 week at full pay (green book) 1 week at SMP if taken	6 weeks – 90% average weeks pay 33 weeks SMP	Included in the paternity payment
Stoke on Trent City Council	6 weeks – 90% of normal pay 12 weeks – half pay + SMP 21 weeks – SMP	6 weeks – 90% average weeks pay 33 weeks SMP	1 or 2 weeks paid at SMP	6 weeks – 90% average weeks pay 33 weeks SMP	1 week at full pay
Keele University	18 weeks – normal pay 21 weeks - SMP	6 weeks – 90% average weeks pay	2 weeks full pay for employees with 12	6 weeks – 90% average weeks pay	

		33 weeks SMP	months continuous service. SMP for 1 or 2 weeks where service is less than 12 months	33 weeks SMP	
University of Manchester	26 weeks – full pay 13 weeks - SMP	6 weeks – 90% average weeks pay 33 weeks SMP	2 weeks full pay	6 weeks – 90% average weeks pay 33 weeks SMP	
University of Birmingham	18 weeks – full pay 21 weeks – SMP	6 weeks – 90% average weeks pay 33 weeks SMP	2 weeks full pay	6 weeks – 90% average weeks pay 33 weeks SMP	
University Hospitals Birmingham	Information not available	Information not available	2 weeks full pay for employees with 12 months continuous service. SMP for 1 or 2 weeks where service is less than 12 months	Information not available	
University Hospitals of North Midlands	8 weeks – full pay 18 weeks – half pay +SMP 13 weeks - SMP	6 weeks – 90% average weeks pay 33 weeks SMP	2 weeks full pay for employees with 12 months continuous service. SMP for 1 or 2 weeks where service is less than 12 months	6 weeks – 90% average weeks pay 33 weeks SMP	