

RECOMMENDATION

REVIEW OF FAMILY FRIENDLY EMPLOYMENT RIGHTS



Summary of recommended changes

	CURRENT		SEPT 2018		SEPT 2019
Maternity leave	<u>18 weeks</u> 2 weeks compulsory leave paid at 100% of pay and either 6 weeks unpaid leave with no qualifying period or 16 weeks unpaid leave with a 15 month qualifying period.	→	<u>26 weeks</u> 26 weeks of leave of which 6 weeks paid at 100% of pay by the employer, both with no qualifying period.		<u>52 weeks</u> Parental leave Available for both parents. 52 weeks of leave including 6 weeks paid leave at 100% of pay by the employer.
Parental leave	2 weeks unpaid leave, no qualifying period.	→	2 weeks paid leave at 100% of pay by the employer and 24 weeks unpaid leave, both with no qualifying period. Can be taken in up to 3 blocks of leave.	→	States of Jersey to consider funding an additional 6 weeks of paid leave at 100% of pay. Can be taken in up to 4 blocks of leave.
Leave – adoption & surrogacy	Same as maternity and parental leave for adoptive parents but no rights for the intended parents in a surrogacy situation.	→	Paid and unpaid leave equivalent to maternity leave and parental leave. The elected adopter or main intended parent takes the paid leave.		Also available to adoptive and intended parents.
Ante-natal - father/partner	No right to time off to attend appointments.	→	Unlimited attendance at appointments - up to 10 hours paid , the rest unpaid.	→	No further change.
Antenatal – intended surrogate parents	No right to time off to attend appointments.	→	Unlimited attendance at appointments for both parents. Intended parent 1 - paid Intended parent 2 - up to 10 hours paid , the rest unpaid.	→	No further change.
Adoption appointments	No right to time off to attend appointments.	→	Unlimited attendance at appointments for both parents. Adoptive parent 1 - paid Adoptive parent 2 - up to 10 hours paid , the rest unpaid.	→	No further change.
Flexible working	Right to request for employees with caring responsibilities, subject to a 15 month qualifying period.	→	Right to request for all employees with no qualifying period.	→	No further change
Breast-feeding rights	None	→	Right to request reasonable breaks and employers must take reasonable steps to provide facilities in the workplace.	→	No further change
Paid absence on health and safety grounds	None	→	Right to paid absence where risk assessment prevents a pregnant or breastfeeding employee from carrying out her normal job and she cannot be allocated to other duties.	→	No further change