

PNB Circular 2015/01 (Advisory)

POLICE NEGOTIATING BOARD

Independent Secretary:
Scottish Government
St Andrew's House
Edinburgh
EH1 3DG

POLICE NEGOTIATING BOARD AGREEMENT

1. The Official and Staff Sides of the PNB have reached an agreement on the principles contained within the Children and Families Act 2014 that should extend to police officers.
2. This PNB circular remains advisory until specific approval from Scottish Ministers has been given and does not confer authority* to implement the agreement. Once approval has been given, it will be communicated in a Scottish Government circular. In due course the relevant Minister will make formal determinations.
3. Any enquiries about this circular should be addressed to the Independent Secretariat at the Scottish Government ☎ 0131 244 5048, to the Official Side Secretary ☎ 020 7187 7341 or the Staff Side Secretary ☎ 0300 303 0027. Enquiries to the Independent Secretariat relating to the interpretation of this circular should be made in writing.

July 2015

* PNB Circulars form a single numerical series. Those which in themselves provide authority to implement an agreement carry the serial number alone, while those which are advisory are designated as such after the serial number.

MEMORANDUM

It was agreed that the following elements of the Children and Families Act 2014 should be reflected in Police Regulations and Determinations so that police officers are not disadvantaged compared to other workers.

- From 1 October 2014, prospective fathers/partners would be able to take unpaid time off to attend up to two antenatal appointments.
- From April 2015, mothers, fathers and adopters will be able to share parental leave around their child's birth or placement. The current statutory maternity leave and pay arrangements will continue to operate, however women will be able to elect to bring their leave and pay to an early end and share the balance with their partner. Shared parental leave will be able to be taken after the second week after the baby is born and will last for a maximum of 50 weeks of leave and 37 weeks of statutory pay.
- Shared parental leave and pay will also be available to adopters, prospective parents in the 'fostering for adoption' system, and intended parents in a surrogacy arrangement.
- From April 2015 statutory adoption leave and pay will reflect entitlements available to birth parents. There will be no qualifying period for leave; statutory adoption pay will be increased to 90% of salary for the first 6 weeks; and there will be the provision of time off to attend introductory appointments. Intended parents in surrogacy and 'foster to adopt' arrangements will also qualify for statutory adoption leave and pay. Although there is no requirement to change Police Regulations to reflect statutory pay provisions, Regulations will need to be changed in respect of qualifying periods and introductory appointments.
- From April 2015 unpaid parental leave will be extended to cover children up to age 18 from the current 5 years of age.