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To: Personnel Committee **Date:** 27 January 2010

Subject: Maternity Support Pay & Leave Pilot Evaluation (additional information requested by Committee)

Classification: Unrestricted

Subject: Personnel Committee agreed a pilot from 1 June 07 which provided contractual Maternity Support leave and pay. This report presents additional information requested by Personnel Committee in September 2009 in order to further evaluate the pilot and recommends that Maternity Support Pay & Leave be adopted on a permanent basis.

1. Introduction

The additional information presented in this report was requested by Personnel Committee following consideration of an evaluation report at its meeting on 30 September 2009.

2. Information from other organisations

Organisation	Paid Paternity (Maternity Support) Leave	Annual Leave entitlement (including bank holidays)
Asda	2 weeks	32 – 37 days
Kellogg's	2 weeks (1 week statutory pay)	33 days
Kimberly-Clark	2 weeks (1 week statutory pay)	33 days
M&S	2 weeks	28 days
Nestle	2 weeks (1 week statutory pay)	33 – 38 days
Sainsbury's	2 weeks	30 – 35 days
Tesco	2 weeks	28 – 38 days

3. National Developments

It has been a common aim of all the major political parties to extend the rights of working fathers and partners to share the care of infants for some time and on 15 September 2009, the current Government confirmed its intention to progress plans to allow fathers to benefit from additional paternity leave if the mother returns to work before the end her maternity leave., The proposed legislation will come into force in April 2010 but only start to take effect for parents of children due on or after 3 April 2011.

Our pilot, in place ahead of the current Government proposals, has proved to be valued by staff and managers alike and places KCC alongside some of the top UK employers in manufacturing and retail in offering this as part of our benefits package. There is a relatively low cost to this new benefits element, which will only apply to fathers and partners of pregnant women, in comparison to its

benefit, perceived and actual, and its enhancement of our 'offer' as an employer of choice.

MSL is a short term, planned for leave that costs very little in terms of the overall pay bill and has been shown to have a high value at an individual level

When KCC's ability to attract new and reward current staff in more conventional ways is inhibited, the components of our benefits offer become increasingly important in terms of competitiveness in the labour market. New candidates considering working for KCC will review not only salary structure but the range of benefits on offer that separate us from other employers. It is therefore important we continue to build a reward offer that distinguishes us from competitors especially in under-represented groups in the organisation like young people and men. The gender split in our workforce is around 85% women and 15% men with no benefit provision specifically directed toward men.

4. Profile of KCC employees who have taken Maternity Support Leave during the pilot

Well over half of those who took advantage of maternity support leave during the pilot period were under 34 years old, with at least two years service with KCC. This demonstrates how important a provision like this can be to younger staff who are more likely to benefit from it.

Age						
20-24	25-29	30-34	35-39	40-44	45-49	50-54
3	21	21	24	7	3	1

Length of service			
Less than 2 years	2 to 5 years	5 to 10 years	Over 10 years
3	33	26	18

Grade ¹																
KS2	KS3	KS4	KS5	KS6	KS7	KS8	KS9	KS10	KS11	KS12	KS13	KS14	KS15	Youth Markers	Soulbury	Others ²
2	2	2	3	12	5	10	7	2	5	2	1	1	1	5	3	17
Kent Scheme data grouped into ranges																
KS1 – 5							KS6-10					KS11-15				
9							36					10				

5. Costings

The approximate annual cost of providing Maternity Support leave based on the take up during the initial pilot, using an average salary, is £21,600 in total. This would vary based on take up in any year and includes on-costs and reclaiming the statutory element leave.

¹ Where the employee is on a linked grade the lowest grade is shown.

² This includes employees on a career grades

6. Additional Information

Full-time employees on Kent Scheme receive 24 rising to 30 days annual leave per year, dependent on grade and length of service (32 to 38 days including bank holidays). 28 days leave is the statutory minimum amount of annual leave due to any 'worker' under the UK Working Time Regulations and includes pre-determined Bank Holidays and concessionary days.

Offering contractual Maternity Support Leave immediately after the baby is born allows KCC to reclaim an element of pay and allows fathers/partners to provide early practical support to mothers.

7. Conclusion

Evaluation of the pilot has shown that maternity support leave and pay have an intrinsic value in supporting staff in managing care needs and are universally welcomed within KCC, enhancing KCC's attractiveness as an employer of choice. Offering these provisions on a permanent basis would be in keeping with the developing trend amongst employers to increase the portfolio of benefits which help support working families and be in line with legislative proposals.

8. RECOMMENDATION

It is recommended that Contractual Maternity Support Leave and Pay be provided as a permanent provision. Members may wish to consider the alternative option of continuing with the pilot until the Government's plans in this area have become law. The two options are set out below:

1. Contractual maternity support leave and pay of two weeks on full pay should become part of Kent Scheme terms and conditions on a permanent basis, with effect from 1 January 2010.
2. The current pilot of contractual maternity support leave and pay continue and be reconsidered by Personnel Committee when the Government's proposed changes are made law.

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