

FAMILY-FRIENDLY RIGHTS FOR JERSEY



Ensure that your Company's policies and procedures are aligned with the new Family Friendly Legislation in June/ July 2020.

These changes include increases to parental leave and pay and clarifies the notice periods to request or change leave.

	CURRENT	As of June/July 2020	TO KNOW	TO DO
MATERNITY 	<p>26 weeks maternity leave of which six weeks are paid and 20 weeks are unpaid. No Qualifying period.</p>	<p>An increase up to 52 weeks' leave for all parents, six weeks of which are paid at 100% pay. The 6 weeks' paid leave for birth mothers will be mandatory immediately after giving birth.</p>	<ol style="list-style-type: none"> Remember that the law protects pregnancy and maternity under discrimination legislation. When someone takes maternity/paternity leave you need to allow them to return to their job, or an equivalent role. 	<p>Review your handbooks, policies and procedures to be aligned with new legislation.</p> <p>Draft specific procedures for each element.</p>
PARENTAL 	<p>Two weeks paid leave and upto 24 weeks unpaid leave, no qualifying period. Can be taken in up to three blocks of leave, within a year of the birth of the child.</p>	<p>This leave is also available to adoptive and surrogate parents. The 52 weeks' parental leave can be split into three blocks each of no less than two weeks, during a 2-year period. Employees are required to give their employer 42 days' notice of any change to their planned leave*. <i>*This is still to be confirmed.</i></p>	<ol style="list-style-type: none"> These increase to Family Friendly Rights are statutory and must be followed. 	<p>Communicate these changes to your employees and if anyone needs specific training.</p>
ADOPTION & SURROGACY 	<p>Two weeks paid leave and upto 24 weeks unpaid leave, no qualifying period. Can be taken in up to three blocks of leave, within a year of the birth of the child.</p>	<p>This leave is also available to adoptive and surrogate parents. The 52 weeks' parental leave can be split into three blocks each of no less than two weeks, during a 2-year period. Employees are required to give their employer 42 days' notice of any change to their planned leave*. <i>*This is still to be confirmed.</i></p>	<ol style="list-style-type: none"> Employers must be reasonable and accommodate breastfeeding Mothers in providing breastfeeding facilities, temporary variations to their contracted terms or allocation of new duties. 	<p>When someone takes parental leave you need to allow them to return to their job or an equivalent role.</p>
ANTENATAL PARENTAL 	<p>Unlimited attendance at appointments for mother. For partners, up to ten hours paid, the rest unpaid.</p>	<p>Unlimited attendance at appointments with up to ten hours paid, the rest unpaid.</p>	<ol style="list-style-type: none"> The new law suggests that when an employee wishes to vary their leave or return to work date the employer is expected to act reasonably in accommodating these requests. 	<p>Review your equal opportunities, diversity, inclusion, anti-harassment policies and procedures.</p>
ANTENATAL ADOPTIVE & SURROGATE 	<p>Unlimited attendance for both parents. Intended parent one – paid. Intended parent two – up to ten hours paid. The rest unpaid.</p>	<p>Unlimited attendance now includes surrogate and adoptive parents with up to ten hours paid, the rest unpaid.</p>	<ol style="list-style-type: none"> Parental Leave will not be transferable to a new employer. 	<p>Update your family friendly leave application forms and communicate new notice periods to accommodate needs for the business.</p>
BREAST FEEDING 	<p>Right to request reasonable breaks and employers must take responsible steps to provide facilities in the workplace.</p>	<p>The right to request temporary changes to contract terms specifically for breastfeeding breaks. Mothers have a right to paid absence when a risk assessment prevents a pregnant, or breastfeeding woman, or woman who has recently given birth from carrying out her duties and she cannot be allocated to another role or area within the business.</p>	<ol style="list-style-type: none"> It is expected that the law will be enforceable in June/July 2020, to coincide with the new gender neutral parental benefit. 	

For further information call 747 559 or contact Becky@hrnow.je