

UPDATED FAMILY-FRIENDLY RIGHTS FOR JERSEY



Ensure that your Company's policies and procedures are aligned with the new Family Friendly Legislation from 28th June 2020.

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

	CURRENT	As of 28th June 2020	TO KNOW	TO DO
MATERNITY 	26 weeks of maternity leave of which 6 weeks are paid and 20 weeks are unpaid. No Qualifying period.	An increase up to 52 weeks' leave for all parents, 6 of which are paid at 100% pay. The 6 weeks' paid leave for birth mothers will be mandatory immediately after giving birth.	1. Remember that the law protects pregnancy and maternity under discrimination legislation.	Review your handbooks, policies and procedures to be aligned with new legislation.
PARENTAL 	2 weeks paid leave and up to 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.	This leave is also available to adoptive and surrogate parents. The 52 weeks' parental leave can be split into three blocks during a 2-year period. Employees are required to: 1. Confirm in writing by the end of the 15th week before the expected date of birth or within 7 days of confirmation of adoption. 2. Give their employer 42 days' notice to any change to the leave blocks.	2. When someone takes parental leave you need to allow them to return to their job.	Draft specific procedures for each element.
ADOPTION & SURROGACY 			3. These increases to Family Friendly Rights are statutory and must be followed.	Communicate these changes to your employees and consider if anyone needs specific training.
ADDITIONAL PARENTAL 	Unlimited attendance at appointments for the mother. For partners, up to 10 hours paid, the rest unpaid.	Unlimited attendance at appointments with up to 10 hours paid, the rest unpaid. Pay is unlimited for the mother.	4. Employers must be reasonable and accommodate breastfeeding mothers in providing breastfeeding facilities, temporary variations to their contracted terms or allocation of new or alternative duties.	When someone takes parental leave you need to allow them to return to their job.
ADDITIONAL ADOPTIVE & SURROGATE 	Unlimited attendance for both parents. Adoptive parent one - paid. Adoptive parent two - up to ten hours paid.	Unlimited attendance at appointments is now extended to surrogate and adoptive parents with up to ten hours paid, the rest unpaid.	5. When an employee wishes to vary their leave or return to work date, employers must make reasonable steps in accommodating these requests.	Review your equal opportunities, diversity, inclusion, anti-harassment policies and procedures.
BREAST FEEDING 	Right to request reasonable breaks and employers must take responsible steps to provide facilities in the workplace.	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 6 months of the birth.	6. Parental leave is not transferable to a new employer.	Update your family friendly leave application forms and communicate new notice periods to accommodate needs for the business.

HR Now can help you with all of these actions.

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