



<b>Subject:</b>	<b>Motion – Maternity Leave Provision for Mothers of Babies defined as Premature</b>
<b>Date:</b>	24 <sup>th</sup> March, 2023
<b>Reporting Officer:</b>	Nora Largey, Interim City Solicitor/Director of Legal and Civic Services
<b>Contact Officer:</b>	Jim Hanna, Senior Democratic Services Officer

<b>Restricted Reports</b>	
<b>Is this report restricted?</b>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>If Yes, when will the report become unrestricted?</b>	
After Committee Decision	<input type="checkbox"/>
After Council Decision	<input type="checkbox"/>
Sometime in the future	<input type="checkbox"/>
Never	<input type="checkbox"/>

<b>Call-in</b>	
<b>Is the decision eligible for Call-in?</b>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

<b>1.0</b>	<b>Purpose of Report/Summary of Main Issues</b>
	To bring to Members' attention a motion on Maternity Leave Provision for Mothers of Babies defined as Premature, which the Standards and Business Committee, at its meeting on 21 <sup>st</sup> February, referred to this Committee.
<b>2.0</b>	<b>Recommendation</b>
	The Committee is asked to consider the motion.
<b>3.0</b>	<b>Main Report</b>
<b>3.1</b>	<b><u>Key Issues</u></b> The Standards and Business Committee, at its meeting on 21 <sup>st</sup> February, considered the following motion which had been received for submission to the Council on 1st February:

**Maternity Leave Provision for Mothers of Babies defined as Premature**

“This Council will amend maternity leave provision for mothers of babies defined as premature so that maternity leave will not commence until the certified due date of the child. All/any leave required from delivery date of a premature baby by parents will be considered compassionate leave and not reduce an employee’s right to standard parental leave.”

Proposer: Councillor Gareth Spratt

Seconder: Councillor Sarah Bunting

3.2 Members are reminded that in accordance with Standing Order 13(l), where the notice of motion seeks to commit the Council to expenditure not previously agreed through the Committee process, the motion will stand referred to the relevant Committee for consideration. If the motion is agreed at the Committee, then this will usually require a further report from officers outlining the financial and other implications should the notice of motion be adopted.

**Financial and Resource Implications**

3.3 None at this stage.

**Equality or Good Relations Implications / Rural Needs Assessment**

3,4 This motion, if agreed, may have potential equality, good relations and rural needs implications and should be subject to our normal screening process as appropriate

**4.0 Documents Attached**

None