

2 May 2013

SNCT 13/38

Dear Colleague

Parental Leave

Parliament approved regulations to ensure UK law complies with the EU's Parental Leave Directive by the implementation deadline of 8 March 2013.

The Parental Leave (EU Directive) Regulations 2013 (SI 2013/283) increased unpaid parental leave for eligible employees from 13 to 18 weeks from 8 March 2013. The Regulations also extended the right to request flexible working on return from parental leave to employed agency workers.

This will require a change on the SNCT Handbook since under Parental Leave in 7.94 it states "*Employees are entitled to 13 weeks in total for each child.*"

The SNCT is considering other provisions of Family Leave and shall issue replacement pages in due course. In the meantime, the SNCT has agreed eligible employees covered by the provisions of the SNCT Handbook are entitled in total to 18 weeks unpaid parental leave for each child.

Yours sincerely

Tom Young (Employers' Side)
Drew Morrice (Teachers' Side)
Stephanie Walsh (Scottish Government)

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