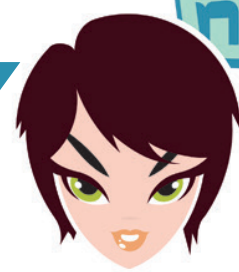


FAMILY-FRIENDLY RIGHTS FOR JERSEY



Ensure that your Company's policies and procedures are aligned with the new Family Friendly Legislation on 1st September 2018.

These changes include, amongst other things, increases to maternity and parental leave and the right to request flexible working with no qualifying period.

| | CURRENT | AS OF 1 ST SEPT | TO DO |
|--|---|---|--|
| MATERNITY | Two weeks compulsory paid leave and either six weeks unpaid leave with no qualifying period or 16 weeks unpaid leave with a 15 month qualifying period. | Increase to 26 weeks of maternity leave of which six weeks are paid and 20 weeks are unpaid. No qualifying period. | Review your handbooks, policies and procedures to be aligned with new legislation. Draft specific procedures for each element. |
| PARENTAL | Two weeks unpaid leave, no qualifying period. | Two weeks paid leave at 100% of pay by the employer and 24 weeks unpaid leave, no qualifying period. Can be taken in up to three blocks of leave. | Agree notification periods for taking leave and returning to work; whether statutory benefits are deducted from full pay; what happens if you employ two parents. |
| ADOPTION & SURROGACY | Same as above for adoptive parents, no rights for the intended parents in surrogacy. | Paid and unpaid leave equal to maternity and parental leave. The primary carer takes the equivalent to maternity leave. | Communicate these changes to your employees and if anyone needs specific training. |
| ANTENATAL FATHER/PARTNER | No right to time off to attend appointments. | Unlimited attendance at appointments for both. For the father/partner up to ten hours paid, the rest unpaid. | Remember 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. |
| ANTENATAL SURROGATE PARENTS | No right to time off to attend. | Unlimited attendance for both parents. Adoptive parent one - paid. Adoptive parent two - up to ten hours paid. | Review your equal opportunities, diversity, inclusion, anti-harrassment policies and procedures. |
| FLEXIBLE WORKING | Right to request for employees with caring responsibilities subject to 15 month qualifying period. Appointments. | Right to request for all employees with no qualifying period. | Update your family friendly leave application forms and communicate new notice periods to accommodate needs for the business. |
| BREAST FEEDING | None. | Right to request reasonable breaks and employers must take responsible steps to provide facilities in the workplace. | Remember these increases to Family Friendly Rights are statutory and must be followed. |

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