

## PROPOSED AMENDMENT TO THE PSC Civil Service Regulations 2015

<b>Ref:</b>	<b>PSC 15-143 PSC CS Regs F100 – Adoption Leave</b>
<b>Re:</b>	<b>Removal of Length of service requirement for entitlement to AAL</b>
<b>Proposal:</b>	To remove the length of service requirement for a civil servant to be entitled to AML.
<b>Existing Regulation:</b>	
<b>F100 – Adoption leave</b>	
<p>All civil servants are entitled to Ordinary Adoption Leave (OAL) of 26 weeks from its commencement, provided they satisfy the conditions set out in Regulation F99 – Who is eligible?</p>	
<p>In addition, civil servants entitled to OAL who have been continuously employed for a period of not less than 26 weeks at the beginning of the week of the date of placement, will be entitled to additional adoption leave of 26 weeks from the day on which it commenced (equating to 52 weeks total adoption leave OAL + AAL).</p>	
<p>If more than 1 child is placed for adoption as part of the same arrangement, only 1 period of Adoption Leave is available. Adoption Leave will normally commence from the date of the child's placement with the adoptive parent. Leave cannot start later than that date, however the adopter can choose for the leave to start earlier, but no sooner than 14 days before the date on which the child is expected to be placed for adoption.</p>	
<p>If the date of placement changes, the civil servant should discuss the situation with their line manager and give appropriate notice to change the start date. If adoption leave has already begun and the placement is delayed, the leave cannot be stopped and started again at a later date.</p>	
<p>During adoption leave a civil servant is bound by all terms of his/her appointment relating to disclosure of confidential information, acceptance of gifts or other benefits and participation in any other business.</p>	
<b>Proposed Regulation:</b>	
<b>F100 – Adoption leave</b>	
<p>All civil servants are entitled to Ordinary Adoption Leave (OAL) of 26 weeks from its commencement, provided they satisfy the conditions set out in Regulation F99 – Who is eligible?</p>	
<p>In addition, civil servants entitled to OAL <del>who have been continuously employed for a period of not less than 26 weeks at the beginning of the week of the date of placement,</del> will be entitled to additional adoption leave (AAL) of 26 weeks from the day on which it commenced (equating to 52 weeks total adoption leave OAL + AAL).</p>	
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than 14 days before the date on which the child is expected to be placed for adoption.

If the date of placement changes, the civil servant should discuss the situation with their line manager and give appropriate notice to change the start date. If adoption leave has already begun and the placement is delayed, the leave cannot be stopped and started again at a later date.

During adoption leave a civil servant is bound by all terms of his/her appointment relating to disclosure of confidential information, acceptance of gifts or other benefits and participation in any other business.

Last amended May 2021 Amendment number 15-143

Agreed and authorised by:

Signed on behalf of  
Prospect

M. C. Hewat

Date: 20-5-2021

Signed on behalf of Unite  
the Union

D. House

Date: 10-6-21

Signed on behalf of the  
Commission

[Signature]

Date: 20/5/21

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**For Office of Human Resources Use Only**

**Instruction for implementation:**

Passed to..... *Bryan Douglas* .....

By..... *Ruth Hussey* .....

Date ..... *15/06/2021* .....

**An IOM Government All Staff Notice prior to implementation is\*/is not\* required (\*please delete as appropriate)**

**Signed** ..... *[Signature]* .....  
**Head of Industrial Relations and Policy Section**

*will be included in internal mail (Blog) & email to extended cog.*

**Date CS Regs updated:**

Website ..... *[Signature]* .....

Date..... *16-06-2021* .....

Previous PSC CS Reg amendment reference (if any) :	
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<u>Notes/Special Instructions:</u> Communication to Pay Sections required
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