

PROPOSED AMENDMENT TO THE PSC Manual & Craft Memorandum of Agreement

Ref:	PSC 15-142 MOA Appendix 18 – Section 3
Re:	PSC MOA – Appendix 18 – Adoption Leave– Section 3– Adoption Leave
Proposal:	To remove the qualifying period of employment for entitlement to AAL.
Existing Regulation:	
<p>3. Adoption leave</p> <p>3.1 All employees are entitled to Ordinary Adoption Leave (OAL) of 26 weeks from its commencement, provided they satisfy the conditions set out in paragraph 2 above.</p> <p>3.2 In addition, employees 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>3.3 If more than one child is placed for adoption as part of the same arrangement, only one period of Adoption Leave is available.</p> <p>3.4 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>3.5 If the date of placement changes, the employee 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>	
Proposed Regulation:	
<p>3. Adoption leave</p> <p>3.1 All employees are entitled to Ordinary Adoption Leave (OAL) of 26 weeks from its commencement, provided they satisfy the conditions set out in paragraph 2 above.</p> <p>3.2 In addition, employees <u>who are</u> 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 <u>(AAL)</u> of 26 weeks from the day on which it commenced (equating to 52 weeks total adoption leave OAL + AAL).</p> <p>3.3 If more than one child is placed for adoption as part of the same arrangement, only one period of Adoption Leave is available.</p> <p>3.4 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</p>	

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3.5 If the date of placement changes, the employee 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.

Last amended May 2021 Amendment number 15-142

Agreed and authorised by:

Signed on behalf of
Prospect

M. C. Hendriks

Date: 20-5-2021

Signed on behalf of Unite
the Union

J. Halsey

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..... *Dan Husey*

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
Chief Secretary's Blog
+ email to extended cog.*

Date MOA updated:

Website *[Signature]*

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

Previous MOA amendment reference (if any) :	
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Notes/Special Instructions: Communication to Pay Sections required
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