

PROPOSED AMENDMENT TO THE PSC Civil Service Regulations 2015

Ref:	PSC 15-140 PSC CS Regs F77 – Maternity Leave
Re:	Length of service requirement for entitlement to AML
Proposal:	To remove the length of service requirement for a civil servant to be entitled to AML.
Existing Regulation: F77 – Maternity leave All pregnant civil servants are entitled to Ordinary Maternity Leave (OML) of 26 weeks from its commencement, provided they satisfy the conditions set out in Regulation F70 – Entitlement above. There is a compulsory maternity leave period of 2 weeks which commences with the day on which childbirth occurs. In addition, civil servants entitled to OML who have been continuously employed for a period of not less than 26 weeks at the beginning of the 14th week before the expected week of childbirth, will be entitled to additional maternity leave (AML) of 26 weeks from the day on which it commenced (equating to 52 weeks total maternity leave OML + AML). AML begins at the end of OML.	
Proposed Regulation: F77 – Maternity leave All pregnant civil servants are entitled to Ordinary Maternity Leave (OML) of 26 weeks from its commencement, provided they satisfy the conditions set out in Regulation F70 – Entitlement above. There is a compulsory maternity leave period of 2 weeks which commences with the day on which childbirth occurs. In addition, civil servants entitled to OML who have been continuously employed for a period of not less than 26 weeks at the beginning of the 14th week before the expected week of childbirth, will be entitled to additional maternity leave (AML) of 26 weeks from the day on which it commenced (equating to 52 weeks total maternity leave OML + AML). AML begins at the end of OML. <small>Last amended May 2021 Amendment number 15-140</small>	

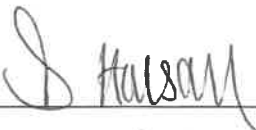
Agreed and authorised by:

Signed on behalf of
Prospect



Date: 20-5-2021

Signed on behalf of Unite
the Union



Date: 10/6/21

Signed on behalf of the
Commission



Date: 20/5/21

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For Office of Human Resources Use Only

Instruction for implementation:

Passed to..... Bryan Douglas
By..... Ruth Haggerty Date..... 15/06/2021

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

Signed
Head of Industrial Relations and Policy Section

*Will be included in
Chief Secretary's Blog
& Email to extended cog.*

Date CS Regs updated:
Website
Date..... 16-06-2021

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