

## PROPOSED AMENDMENT TO THE PSC Manual & Craft Memorandum of Agreement

<b>Ref:</b>	<b>PSC 15-141 MOA Appendix 3B - Maternity Leave Scheme</b>
<b>Re:</b>	<b>PSC MOA – Appendix 3B – Maternity Leave Scheme– Section 3– Maternity Leave</b>
<b>Proposal:</b>	To remove the qualifying period of employment for entitlement to AML.
Existing Regulation:	
<b>3. Maternity leave</b>	
<p>3.1 Every pregnant employee is entitled to at least 26 weeks Ordinary Maternity Leave (OML), regardless of length of service. The contract of employment continues during OML. During her OML period the employee will continue to receive all her contractual benefits other than salary or wages. Maternity pay is detailed in paragraph 9 below.</p>	
<p>3.2 An employee who has completed 26 weeks' continuous employment by the beginning of the 14th week before the expected week of childbirth is entitled to 26 weeks Additional Maternity Leave (AML). AML begins at the end of OML. Some terms of the contract continue during AML.</p>	
<p>3.3 In order to take advantage of the right to OML and AML (if qualified) the employee must give the proper notification (see paragraph 4)</p>	
Proposed Regulation:	
<b>3. Maternity leave</b>	
<p>3.1 Every pregnant employee is entitled to at least 26 weeks Ordinary Maternity Leave (OML), <del>regardless of length of service.</del> The contract of employment continues during OML. During her OML period the employee will continue to receive all her contractual benefits other than salary or wages. Maternity pay is detailed in paragraph 9 below.</p>	
<p>3.2 <del>An employee who has completed 26 weeks' continuous employment by the beginning of the 14th week before the expected week of childbirth is entitled to 26 weeks Additional Maternity Leave (AML).</del> <u>Every employee who is entitled to OML is also entitled to Additional Maternity Leave (-AML).</u> AML begins at the end of OML. Some terms of the contract continue during AML.</p>	
<p>3.3 In order to take advantage of the right to OML and AML (if qualified) the employee must give the proper notification (see paragraph 4)</p>	
<small>Last amended May 2021 Amendment number 15-141</small>	

Agreed and authorised by:

Signed on behalf of  
Prospect

M. C. Hewed

Date: 20-5-2021

Signed on behalf of Unite  
the Union

Stalsom

Date: 10/6/21

Signed on behalf of the  
Commission

lll

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 .....

**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 Sec's Blog + email  
to extended cog.*

**Date MOA updated:**

Website .....

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

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