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POLICE STAFF COUNCIL (PSC)

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**To: Police and Crime Commissioner (copy Chief Exec & Treasurer)
Chief Constables (copy Force Personnel/HR Manager/Payroll Manager)**

**cc: PSC Members
Scotland and MPS (for information only)**

20 January 2021

JOINT CIRCULAR 115 – MATERNITY AND ADOPTION LEAVE ENTITLEMENT

Dear colleague

The Police Staff Council has reached an agreement on changes to maternity and adoption leave for police staff. These changes will apply to all police staff with effect from the 4 January 2021. It will also apply to those staff who, on 4 January 2021, were still receiving the old entitlement of 18 weeks (who will have started their entitlement on or after 1 September 2020).

Maternity Leave

Police staff will now be entitled to full pay for the first 26 weeks (replacing the old 18 weeks) of leave as outlined in section five of the PSC Handbook. They will still also have the option to spread the final five weeks pay over 10 weeks at half their full pay (section 5, paragraph 5.5.2). There are no further changes to the maternity leave and pay provisions in section five and this should be referenced for eligibility.

Adoption Leave

Under Section three of the PSC Handbook, police staff are entitled to 52 weeks adoption leave and will now be entitled to 26 weeks at full pay (replacing the old 18 weeks). There are no further changes to the adoption leave and pay provisions in section three and this should be referenced for eligibility.

Yours sincerely



Ben Priestley
Trade Union Side Secretary



David Algie
Employers' Side Secretariat