



**Corporate Policy and
Resources Committee**

Date 8 November 2018

Subject: Review of Career Break scheme

Report by:

Emma Redwood
People & Organisational Development Team
Manager

Contact Officer:

Emma Redwood
People and Organisational Development Team
Manager
01427 676591
Emma.redwood@west-lindsey.gov.uk

Purpose / Summary:

To review the Career Break Scheme

RECOMMENDATION(S):

That Corporate Policy & Resources Committee approve the revised Career Break Scheme for the council.

Delegated authority be granted to the Executive Director of Resources to make minor housekeeping amendments to the policy in future, in consultation with the Chairman of the Corporate Policy & Resources Committee and Chairman of the Joint Staff Consultative Committee (JSCC).

IMPLICATIONS

Legal: None

Financial : FIN/123/19

There are no changes to the policy which impact the finances of the council

Staffing : None

Equality and Diversity including Human Rights :

West Lindsey District Council has a commitment to equal opportunities. It seeks to ensure that no potential or current employee receives less favourable treatment than another on the grounds of age, disability, gender, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Risk Assessment :

Climate Related Risks and Opportunities :

Title and Location of any Background Papers used in the preparation of this report:

None.

Call in and Urgency:

Is the decision one which Rule 14.7 of the Scrutiny Procedure Rules apply?

i.e. is the report exempt from being called in due to urgency (in consultation with C&I chairman)

Yes

No

x

Key Decision:

A matter which affects two or more wards, or has significant financial implications

Yes

No

x

Background

WLDC has had a Career Break Scheme in place since 2009. It is seen as a good employment practice to allow staff members some flexibility with their career.

The attached reviewed Career Break Scheme shows in yellow highlight the areas of change.

There are no fundamental changes to the policy.

Changes are shown below:

Page 3 – new introduction

Page 4 – 1.5 addition to eligibility section

Page 6 – 2.3 contractual position new section to give clarity

Page 7 – section 5 rewording but same emphasis

Below are details of career breaks taken in the last 6 years

2013/14	0
2014/15	0
2015/16	3
2016/17	0
2017/18	0
2018/19	0

Of the 3 taken in 2015/16 none of the members of staff have returned to work. The career breaks taken by staff at the time were of varying lengths and all for different reasons.

Engagement

The revised scheme was discussed at Joint Staff Consultative Committee on 4th October 2018 and was fully supported by Members, Staff and Unison Representatives.

Communication

If the revised scheme is agreed then this will be communicated to staff via a number of channels, it will be placed on the intranet site, internal TV's and hard copies placed at depots.