

FOI Release
Information released under the Freedom of Information Act

Title: Maternity, Paternity & Adoption Leave

Date of release: 18 April 2013

Information request

I should like to request the following information:

- 1) With respect to the Agency's terms and conditions of employment, the current policy in relation to public and privilege holidays that fall during a period of maternity, paternity or adoption leave
- 2) Any prior policy pertaining to public and privilege holidays that fall during a period of maternity, paternity or adoption leave
- 3) The date the previous policy was amended to the current policy
- 4) Any internal correspondence and documents relating to an amendment to this policy - in particular any correspondence providing an explanation for changing policy (e.g. Bulletin 42, issued by the Cabinet Office in September 2011 <http://bit.ly/163hSMt>)

Information released

In reply to your first question, IPO staff continue to be eligible for public and privilege days that fall during their period of maternity, paternity or adoption leave. They are able to take those leave days either immediately prior to returning to work or during the course of the year following their return.

Secondly, under the previous arrangements, those returning from maternity leave were entitled to the privilege days that took place during their maternity leave, but not the fixed bank holidays.

Thirdly, our records suggest that the IPO implemented the change on 5 October 2008.

Fourthly, we have been unable to identify any internal correspondence or documents relating to this amendment of policy so conclude that we no longer hold this information.