

Family Nursing & Home Care – 1st May 2025

As far as FNHC are concerned our Parental Leave policy (May 2022) is mirroring the guidelines but we do need to review and amend for zero hours employees as we have not included them as entitled for Parental leave.

We are proactive with the maternal risk assessments and are compliant with separating pregnancy related absence from normal sickness.

There is a clear difference between 'benefits' and 'allowances'. Any allowance such as car, uniform etc would cease as soon as they go on parental leave until their return.

Any contractual benefit we would be legally obliged to continue to pay. We also have to pay bank holidays when on unpaid parental leave (pro-rated and dependent on working patterns) and holidays are accrued and taken, as mutually agreed, along with their parental leave.

In 2024 we had three staff on parental leave of various periods.

In 2025 we currently have three on parental leave, one due to return next week and one other who has just informed us of her pregnancy and will be off from Sept/Oct tbc.

We have not had any adoption or surrogacy leave requests to date.

I think we understand just how important a comprehensive parental leave policy is - as stated in our policy: -

FNHC is wholly supportive of the Government of Jersey's 'Putting Children First' campaign and wishes to give employees who are new parents quality, paid time off as a family. This includes employees who have become parents through adoption or surrogacy.

However, it can prove to be operationally challenging at times and has an unpredictable financial impact as it cannot easily be budgeted for.