

AMENDMENTS TO GENERAL ORDERS

Section 1.7 of General Orders provides for the amendment to or supplementing of General Orders by the direction of the Governor from time to time.

Such additions and amendments have equal validity with, and are issued under the same conditions as, General Orders.

The General Orders December 2010 (as amended) are hereby further amended by deleting General Orders 7.22 to 7.25 and replacing them with the provisions listed below:-

MATERNITY LEAVE

- 7.22 Women officers who have temporary appointments and who at the time of application for maternity leave have served continuously for a period of one year will be eligible for the grant of maternity leave in accordance with 7.24. Maternity leave is not counted as sick leave and sick leave is not granted for maternity purposes.
- 7.23 Applications for maternity leave should be forwarded to the Permanent Secretary, Public Administration via the officer's Head of Department and Permanent Secretary three months before the estimated date of confinement and should be accompanied by a maternity benefits claim form and a medical certificate stating that the officer is pregnant and requires leave and giving the date from which they wish their maternity leave to start.
- 7.24 Women officers will be eligible for the grant of thirteen weeks maternity leave with full salary. Officers can choose to start maternity leave any time after the 6th week before the estimated date of confinement. Officers may, for example, work right up to the date of childbirth if they wish, provided that, if they wish to continue to work in the two weeks preceding the estimated date of confinement, they provide a certificate from a medical practitioner stating that the nature of their job and the existing work environment do not pose a threat to their health or that of their child.

Officers should discuss with line managers and Public Administration any reasonable adjustments to working arrangements that might be made to facilitate a later start of maternity leave. Such adjustments are, however, at Public Administration's discretion following consultation with the officers' line managers.

The start of maternity leave will be triggered automatically if an officer is absent from work, wholly or partly, on account of a pregnancy-related condition, as certified by a medical practitioner, within six weeks of the week her baby is due.

Officers who have served less than one year will have their maternity leave prorated accordingly. An officer who is not entitled to thirteen weeks maternity leave, may, in addition to the maternity leave granted, be granted leave without pay up to an aggregate of thirteen weeks.

An officer who is eligible for thirteen weeks maternity leave and whose baby is born prematurely will commence leave thirteen weeks from the day on which the baby is born.

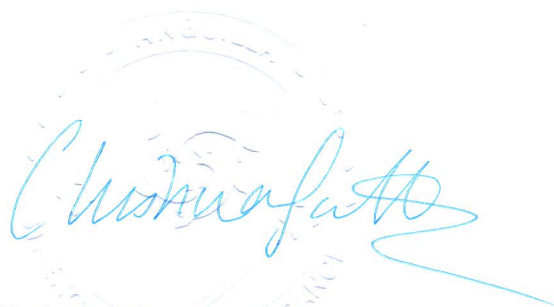
- 7.25 Officers who have served for more than one year and who have carried a baby for **twenty-eight weeks or more** will be eligible for thirteen weeks maternity leave even if the child, born alive, does not survive.

In the case of a stillborn (twenty-eight weeks or more) the officers will be eligible for thirteen (13) weeks leave. Request for leave with supporting documentation should be sent, via the officers' Department Heads to the Permanent Secretary, Public Administration.

The above amendments are made by H.E. The Governor on this

12th day of January and take effect as of the *12th* day of

January2016.



Christina Scott
GOVERNOR OF ANGUILLA