



Eich cyf . Your ref
Ein cyf . Our ref – Fol 609

9 June 2015

Request for Information.

Thank you for your request received 13 May in which you asked:

Can you please provide me with copies of your maternity and shared parental leave policies for employees. Please include information on pay for both schemes – do you offer enhanced pay above the statutory minimum for your employees who take maternity and shared parental leave?

Attached below is a copy of the Assembly's maternity leave policy.



maternity leave policy.pdf

The Assembly offers enhanced pay whereby eligible female employees are entitled to 26 weeks paid maternity leave on full pay, followed by an additional 13 weeks statutory maternity pay.

At present, the shared parental leave policy is not available to staff but is planned for future publication. The policy is yet to be approved by the Management Board and Trade Unions.

As there is planned publication of the information you require, we do not propose to provide the information at this stage as you will be able to view the information when it is published. The reasons that we will not be providing the information at this stage are governed section 22 of the Freedom of Information Act 2000. For further information see the [Annex](#).

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Croesewir gohebiaeth yn y Gymraeg a'r Saesneg/We welcome correspondence in both English and Welsh

Your request has been considered according to the principles set out in the Code of Practice on Public Access to Information. The code is published on our website at http://www.assemblywales.org/abthome/about_us-commission_assembly_administration/abt-foi/abt-foi-cop-pub.htm

If you have any questions regarding this response please contact me. If you feel you have cause for complaint, please follow the guidance at the end of this letter.

Yours sincerely

Buddug Saer
Freedom of Information and Project Support Officer
National Assembly for Wales

Cause for concern or complaint with your FOI response?

If you believe that I have not applied the Code correctly or have not followed the relevant laws, you may make a formal complaint to the Chief Executive and Clerk at the National Assembly for Wales, Cardiff Bay. Details of the Assembly's complaints principles are set out in the Code of Practice on Complaints available on the Internet at <http://www.assemblywales.org/conhome/con-complaint.htm>. Please advise me if you wish to receive a printed copy.

If you are not content with the outcome of the internal review, you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted at:

Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Annex

Section 22

Section 22 of the Freedom of Information Act 2000 provides that:

(1) Information is exempt information if:

- (a) the information is held by the public authority with a view to its publication, by the authority or any other person, at some future date (whether determined or not);*
- b) the information was already held with a view to such publication at the time when the request for information was made, and*
- (c) it is reasonable in all the circumstances that the information should be withheld from disclosure until the date referred to in paragraph (a).*

Section 22 is a qualified exemption and as such the “public interest test” needs to be considered.

This test requires us to consider whether or not the public interest in withholding the information at this stage outweighs the public interest in disclosure.

We intend to publish the information at a date in the near future, which is yet to be determined and would be happy to share this document with you then. Internal policies, including Human Resources policies follow a formal approval process before being adopted.

We cannot see any circumstances that suggest that there is a public interest in earlier disclosure of the information, in this particular case, other than in accordance with these arrangements. Accordingly, we are of the view that the public interest in adhering to the arrangements set out above is not outweighed by any public interest in earlier disclosure.