



Nicky Ackerley BA(Hons)

Nicky is the owner of HR Support Consultancy. She has a BA(Hons) in Business Studies, is a member of the Chartered Institute of Personnel and Development and has been a practising HR manager for more than 20 years. HR Support Consultancy has provided the BVNA Members Advisory Service (formerly known as the Industrial Relations Service) since it began in 2002.

Time off to attend adoption appointments

Nicky Ackerley BA(Hons)

From 5th April 2015 prospective adopters will have the right to take time off work to attend adoption appointments.

The new law states that in certain circumstances, an employee has the right to time off during their working hours to attend adoption appointments. This change comes into effect on 5th April 2015 and is subject to the following restrictions:

1. Employee must have been notified by an adoption agency that a child is to be placed with them for adoption.
2. Appointment must have been arranged by or at the request of the adoption agency.
3. Appointment must be for the purpose of having contact with the child or for any other purpose connected with the adoption.
4. Time off must be taken before the date of the child's placement for adoption.

Pay and time off

There are different rules in relation to the right to pay and time off. Single adopters may attend up to five appointments with pay. Joint adopters must elect one person (the primary adopter) who may attend up to five appointments with pay, while the other (secondary adopter) may attend up to two appointments but has no right to any pay. As with time off to accompany a pregnant women to antenatal appointments, the maximum time off during working hours per adoption appointment is capped at 6.5 hours.

Employees who are prospective adopters must produce evidence of the appointment that has been arranged by or at the request of the adoption agency. In the case of joint adopters employers

can also ask the primary adopter to produce a signed declaration stating that they have elected to exercise the right to time off to attend the paid appointments and the secondary adaptor has to produce a signed declaration stating that they have elected to exercise the right to time off to attend the appointments unpaid.

Adoption leave overview

The statutory right to up to 52 weeks' adoption leave and 39 weeks' adoption pay is available to eligible employees adopting a newly placed child. Where a couple adopts a child jointly, only one of them can take adoption leave. The couple can choose which parent takes leave; the other parent may be able to take paternity leave or parental leave, or, if the child is placed for adoption on or after 5 April 2015, shared parental leave.

Key points

- An employee who is entitled to adoption leave can take up to 26 weeks' ordinary adoption leave, followed by a further 26 weeks of additional adoption leave. Adoption leave becomes a 'day one' right for employees adopting a child on or after 5 April 2015.
- Up to 39 weeks' statutory adoption pay is available to eligible employees.
- From 5 April 2015 parents adopting a child will have new rights to time off work to attend adoption appointments.
- The employee must notify his or her employer of an intention to take adoption leave within seven days of being notified of a match by the adoption agency.
- The employment contract continues as normal during adoption leave, with the

DOI: 10.1080/17415349.2015.1011855

exception of pay (unless the contract allows for pay to continue).

- The employee has an automatic right to return to work after his or her adoption leave. The job to which they are entitled to return will depend on whether they have taken ordinary or additional adoption leave.

- Employees who request or take adoption leave are protected against any detriment or unfair dismissal.
- Employees who are matched for adoption with a child on or after 5 April 2015 may be able to convert a period of adoption leave or pay into a period of

shared parental leave or pay that can be taken by either parent on a flexible basis.

For further support with this or any other HR issue, BVNA members can call the BVNA Members Advisory Service Helpline on 01822 870270.

BVNA Council Elections 2015



IT'S ELECTION TIME AGAIN...NOMINATE SOMEONE TODAY!



Have your say on who's representing YOUR Association

This year we are looking for STUDENT MEMBERS TOO

There are 2 student member seats on BVNA Council

(these will be in addition to the 12 full member council seats).

Council Nominations for 2015-2016

The British Veterinary Nursing Association is calling on all full members AND student members to stand for election onto BVNA Council.

Important attributes for candidates are a strong commitment to promoting the ideals of the BVNA as well as the veterinary

nursing profession in general and a willingness to devote time and effort to representing their fellow members.

An online nomination form for proposing new BVNA Council Members can be found by scanning the QR Code at the bottom of this page.

If necessary a member of BVNA Council will second your nomination. In the event of a second nomination being received for the same nominee, this will be accepted as also having seconded the initial nomination.

Nominees will be contacted to confirm their willingness to stand for election and will be asked to submit a brief manifesto and a passport sized photo. The nominees, their manifestos and photos will be published within the VNJ and the results will be announced and ratified at the Annual General Meeting on Sunday 11 October 2015 at Telford International Centre, Telford, Shropshire.



ALL ONLINE NOMINATIONS MUST BE SUBMITTED NO LATER THAN 30TH APRIL 2015

If you have any queries, please contact the BVNA office; 82 Greenway Business Centre, Harlow, Essex CM19 5QE

For further information and to use our online nomination form please go to: <http://www.bvna.org.uk/council-and-staff/2015-bvna-council-nominations> Email: bvna@bvna.org.uk | Tel: 01279 408644 | Fax: 01279 408645