



# Parental Leave Policy

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Resolution Chambers is committed to the practical application and promotion of principles of equal opportunities and diversity, the communication of that that commitment to members, employees, other workers and service users, and furthering our core values.

As Members of Chambers are self-employed, they are not entitled to maternity protection or paternity leave under the Employment Ordinance Cap. 57. Resolution Chambers, however, on a voluntary basis operates a Members' Parental Leave Scheme.

## Parental Leave and Protection for Employees

All Resolution Chambers or Resolution Chambers Limited employees shall be entitled to statutory parental leave and protection under the Employment Ordinance Cap. 57 or other legislation then in force.

Resolution Chambers and/or Resolution Chambers Limited will, in its discretion, consider other requests made by employees for additional unpaid leave or for other arrangements.

## Parental Leave for Members of Chambers

Resolution Chambers operates a Members' Parental Leave Scheme for all Members of Chambers pursuant to the following terms and in circumstances where an employee would receive maternity or paternity leave and protection under the Employment Ordinance Cap. 57 or other legislation then in force:

- (1) Members' Maternity Leave shall consist of a period free of Chambers' rent for a duration equivalent to the statutory Maternity Protection / paid Maternity Leave afforded to employees under the Employment Ordinance Cap. 57 or other legislation then in force.
- (2) Members' Paternity Leave shall consist of a period free of Chambers' rent for a duration equivalent to the statutory Paternity Leave afforded to employees under the Employment Ordinance Cap. 57 or other legislation then in force.

During Members' Parental Leave, the relevant Member shall continue:

- to enjoy all the rights and privileges of being a Member of Resolution Chambers (including, for the avoidance of doubt, the right to accept instructions);
- to be responsible for reimbursing Resolution Chambers / Resolution Chambers Limited for consumables used and out of pocket expenses (such as courier charges or messengers' disbursements) incurred by, or on behalf of, that Member.

Resolution Chambers will, in its discretion, also consider requests for:

- Members' Parental Leave akin to Members' Maternity Leave to be granted to a Member who might otherwise not be entitled to it provided that the relevant Member is the child's main carer in the period following birth or adoption; or
- Members' Parental Leave akin to Members' Paternity Leave to be granted to a Member who might otherwise not be entitled to it provided that the relevant Member is in a parental relationship with the child following birth, adoption or surrogacy.

## Monitoring and Review

Resolution Chambers will monitor and review systems to assist the effective implementation of the Parental Leave policy.

## Complaints

Anyone to whom this policy applies is entitled to raise any concern or complaint. Employees or Members of Chambers should contact, in the first instance, the Head of Chambers or, if the Head of Chambers is not reasonably available or if the complaint concerns the Head of Chambers, the next most senior available member of Chambers.

All complaints will be treated confidentially, seriously and promptly.