



10th Staff Committee of the
European Central Bank

CSAIO 17

Leave for family reasons at ECB

**European Court of Justice
Luxembourg, 22+23 September 2016**

Tillmann Frommhold

Member of the ECB Staff Committee

Agenda – Leave for family reasons at ECB

- **Context**
- **Current offers of the ECB**
- **Challenges ahead**

Context

Work-life balance

Compatibility of job and family

Leave for family reasons

Current offers of the ECB - Overview

- 1. Maternity/adoptive leave (paid)**
- 2. Special leave (paid)**
- 3. Parental leave (unpaid)**
- 4. Unpaid leave**

Current offers of the ECB

I. Maternity/adoptive leave (paid)

- **Duration 20 weeks**, in case of multiple birth/multiple adoption within the same year: 24 weeks
- Start of maternity leave: between 3 and 6 weeks prior expected date of confinement or at time of confinement, if earlier
- Adoptive leave to be taken within one year of the date of adoption; if interest of the service allows, split in several periods; on request up to six weeks ahead of the adoption, if needed for that purpose

Current offers of the ECB

2. Special leave (paid)

Underlying reason		Duration
Marriage of	<ul style="list-style-type: none">• a member of staff• a child• a close relative	4 days 2 days 1 day
Death of	<ul style="list-style-type: none">• a spouse/recognised partner• a child• a close relative	4 days
Birth/adoption		10 days
Change of residence	<ul style="list-style-type: none">• when taking up appointment• other	2 days 1 day
Illness of child < 18	Medically certified requirement for presence of the staff member	(5 days)*
Illness of close relative	Medically certified requirement for presence of the staff member	(5 days)*
Hospitalisation of child < 18	Meically certified hospitalisation	5 days

- after first taking two days of annual or unpaid leave; per child/relative

Current offers of the ECB

2. Special leave (paid)

cont'd

In addition to the special leave due to marriage, birth or death the banks offers special leave for travelling:

- Duration 1 or 2 days, depending on travel mean, distance and duration
- Maximum: in total 2 days per calendar year

Director General HR has the possibility to approve (additional) special leave on a case-by case basis.

Current offers of the ECB

3 Parental leave (unpaid)

- Up to 3 years per child
- Total per staff member: 6 years
- For each parent

- Until child reaches age of 10
- Or for children above this age, who need constant care

- Request for such leave/prolongation at least three months in advance

- Return to the same position for periods of parental leave for up to 6 months

Current offers of the ECB

3 Parental leave (unpaid)

cont'd

No basic salary and no allowances except ...

- Full child and education allowance
- If applicable: disability and death in service benefits
- Remain member of the ECB's pension plan, but no contributions by the ECB or the member
- counting as years of service
- Optional: coverage under health and accident insurance, if own contribution is still paid

Current offers of the ECB

4 Unpaid leave on personal grounds

Precondition:

- No conflicting business needs
- No activities during unpaid leave giving rise to interest of conflict

Duration:

- between 2 weeks and 3 years
- after 7 years without unpaid leave again possibility to apply

Current offers of the ECB

4 Unpaid leave on personal grounds cont'd

Upon return:

- same or similar position
- if not available, lower level position, but with previous salary level

Benefits:

- No salary, no allowances
- No coverage under the social security schemes

Challenges ahead

Duration of maternity leave

Special leave to take care of elderly close relatives



?

?

?

?

?

?

?

?

?