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SJIB Circular 04/2022
29 April 2022

To: All SJIB and SELECT Members

Dear Sir/Madam,

**SJIB National Working Rules
Rule B14 - Bereavement Leave**

SJIB National Working Rule B14 has been amended to read as follows:

B14 BEREAVEMENT LEAVE

B14.1 Employers will give sympathetic consideration to requests from operatives for bereavement leave in the event of the death of a close relative (e.g. spouse, partner, children, parents, brother, sister or any other nominated beneficiary). When such bereavement leave is granted, employers will pay the operative concerned for up to three normal working days at their basic hourly rate.

B14.2 Additionally, in the case that an Operative's child, aged under 18 or stillborn after 24 weeks of pregnancy, passes away they will be entitled to Statutory Parental Bereavement leave of up to two weeks. The Operative may also be eligible for Statutory Parental Bereavement Pay during their period of leave.

The reason for this change is that, on 6 April 2020, legislation was introduced for:

- (a) Statutory Parental Bereavement Leave (SPBL)
- (b) Statutory Parental Bereavement Pay (SPBP)

The rules around this leave and pay are complex. In brief, under the legislation and subject to eligibility:

(a) Statutory Parental Bereavement Leave (SPBL)

An employee can take 2 weeks' leave from the first day of employment for each child who has died or was stillborn.

This can be taken as:

- 2 weeks together
- 2 separate weeks of leave
- only one week of leave

(b) Statutory Parental Bereavement Pay (SPBP)

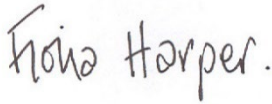
Statutory Parental Bereavement Pay is payable to an employee who has been continuously employed by their employer for at least 26 weeks up to the end of the 'relevant week'. The 'relevant week' is the week (ending with a Saturday) immediately before the week of the death or stillbirth.

The employee must also:

- continue to be employed up to the day the child dies or is stillborn
- earn on average £120 a week before tax (gross) over an 8-week period
- give their employer correct notice and information for Statutory Parental Bereavement Pay

Please note that employees may be entitled to leave, pay or both and so, when dealing with any requests for either SPBL and/or SPBP, it is recommended that you refer to the detail of the application of the legislation which can be found [here](#).

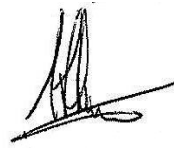
Yours faithfully,



Fiona Harper
The Secretary



Pat Rafferty
For UNITE the Union



Alick Smith
For SELECT