

FACTSHEET 8

Paying for Childcare - Help from your employer

If you are working, ask your employer about childcare help they can offer.

There are some good reasons why more and more employers are looking at their employees' childcare needs and trying to find ways to help.

Employers rely upon parents as part of their work force and they need you to be able to concentrate on your work without worrying about your children while you are there. Parents with safe, secure, high quality childcare arrangements that they can afford are:

- Less likely to be worrying about their children while they are at work
- More likely to come back to work after maternity leave
- More likely to stay in work as their child grows up

What could my employer do?

Any childcare help that your employer offers is likely to be part of a range of work life balance policies designed to help you balance your work with the rest of your life.

Your employer must provide you with:

- 26 weeks of "Ordinary Maternity Leave"
- "Additional Maternity Leave" of 26 weeks (both giving one year in total)
- Paid time off for antenatal care
- You **may** be entitled to paid paternity leave but you must meet certain conditions (you should confirm your rights with your employer).
- Four weeks paid annual leave
- The right to rest breaks

You must tell your employer that you are pregnant at least 15 weeks before the beginning of the week before when your baby is due.

For more information on Maternity Rights and/or Paternity Rights go to the www.direct.gov.uk/en/Parents/index.htm website where they have fact sheets and other information on your maternity and paternity rights and pay.

Your employer could provide you with:

- Childcare help
- Flexible work options like term time work, flexi-hours, part-time work or job share
- Leave options, like extended maternity leave or paternity leave for fathers around the time the babies are born

Ask your employer or trade union representative for more information on these work-life balance options.

What kind of childcare help could be offered?

Childcare help could include:

- Childcare information to help find out more about your childcare options
- Contribution to childcare costs, through Childcare Vouchers
- Provision of childcare services for employees, which could be a playscheme or a nursery or a childminding network, often run in partnership with other employers

Who could get help?

You should ask your Human Resources department, line manager or employer if any childcare help is offered and how it is allocated. You should also ask your trade union representative for advice.

What if my employer is not able to help with my childcare?

If your employer does not offer help now, they may be keen to look at what you need and listen to your views. So it is worth discussing options with them.

Finding out more

- Ask your employer for information about their work-life balance policies and what childcare help they provide.
- If you or your employer, want to find out more you may wish to contact one of the following organisations or look at their websites:

Daycare Trust
2nd Floor
73-81 Southwark Bridge Road
London
SE1 0NQ
Tel: 0845 872 6260
Email: info@daycaretrust.org.uk
Website: www.daycaretrust.org.uk

Working Families
1-3 Berry Street
London
EC1V 0AA
Tel: 020 7253 7243 Parent & Carers Freephone Helpline: 0800 013 0313
Email: advice@workingfamilies.org.uk
Admin Queries: office@workingfamilies.org.uk
Website: www.workingfamilies.org.uk

For further information on Work-life Balance and Flexible Working go to:
www.direct.gov.uk/en/Employment/Employees/WorkingHoursAndTimeOff/DG_10029491

For further information on local childcare services available in Dundee you can view service provider details and family information online at www.scottishfamilies.gov.uk or contact DUNDEE CHILDREN & FAMILIES INFORMATION SERVICE at cis@dundee.gov.uk or telephone (01382) 433900.

Information is also available on the local pages of the national website where alongside details about childcare services you can also access further advice, groups and other services for families available locally and nationally

View service provider details and family information online at
www.scottishfamilies.gov.uk

www.dundee.gov.uk/childcare/childcareinfo

www.scottishfamilies.gov.uk

12 April 2012

اگر آپ کو انگریزی سمجھنے میں مشکلات پیش آتی ہیں تو برائے مہربانی نیچے دیئے گئے پتہ پر رابطہ کریں

Jeżeli masz trudności ze zrozumieniem języka angielskiego, proszę skontaktuj się z adresem poniżej

如閣下十分明白英語，請與以下的地址聯絡。

ਜੇਕਰ ਤੁਹਾਨੂੰ ਇੰਗਲਿਸ਼ ਸਮਝਣ ਵਿਚ ਕਠਿਨਾਈ ਹੈ ਤਾਂ ਕ੍ਰਿਪਾ ਕਰਕੇ ਇਸ ਪਤੇ ਤੇ ਸੰਪਰਕ ਕਰੋ:

If you have difficulties understanding English, please contact the address below.

Dundee Translation and Interpretation Service, Dundee City Council, Community and Policy Division, Mitchell Street Centre, Dundee, DD2 2JL 01382 435825

Email: translation@dundeecity.gov.uk