

From: Georgia Wilson
Sent: 24 November 2020 18:45
To: Lee Bridges; Ian Todd
Subject: RE: (Case Ref: ZA51520)

Are you ok if I say something like

We have published new guidance on our website for MPs which explains how we can support MPs who take parental leave and then when they return to work

We are gathering feedback about other ways we can support MPs on leave for any reason, including parental

- To give MPs oversight of budgets and help them manage while they are on leave
- To reduce financial risk presented by them being away
- To support MP staff while the MP is away

Unfortunately due to significant work this year around MP pay, we have not had an opportunity to consult this year, but next year we plan to

- Commission an external equality impact assessment on the wider scheme including impacts on MPs with protected characteristics, including parenthood and disability
- Conduct a wider review of the scheme, which will include consideration of the best mechanism for supporting parental leave, with a likely move away from contingency funding
- This work will need wide input and consultation and we be devising an engagement plan to make sure we get input from people like you who have direct experience and useful feedback

Ok?

Georgia

Georgia Wilson

Director of MP Support

IPSA

Independent Parliamentary
Standards Authority

www.theipsa.org.uk

info@theipsa.org.uk

[@ipsauk](#)

Our Annual Survey of MPs and Staff is open until 18 December. [Click here](#) to have your say.

We are working remotely until further notice. Information and guidance is available on our [information website](#). MPs and staff can book a call with a member of the MP Support or Payroll teams [here](#).

From: Lee Bridges
Sent: 24 November 2020 17:53
To: Ian Todd [REDACTED]; Georgia Wilson [REDACTED]
Subject: FW: (Case Ref: ZA51520)

Dear Georgia

The latest. With a significant scheme update next year, this can be folded into that (also informed by the equality impact analysis the Board has just nodded through).

Lee

From: [REDACTED]@theipsa.org.uk>
Sent: 24 November 2020 15:53
To: Lee Bridges [REDACTED]
Subject: RE: (Case Ref: ZA51520)

Hi Lee,

The Board discussed a paper in September which suggested consulting on a new 'parental leave fund' to move this away from contingency [REDACTED] but they decided not to consult for now. They instead would like us to do some wider stakeholder engagement first. Realistically, this is probably something for next financial year, given our priorities and team resourcing.

The other angle around parental leave is about how we support and engage MPs while they are on leave to make sure they can keep on top of any issues arising. [REDACTED]

I imagine we're likely to bring something back to the Board (perhaps summer next year?) on this, with a further update on stakeholder engagement and another proposal for related Scheme changes.

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[REDACTED]

[REDACTED]

[REDACTED]

