

[REDACTED]

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**From:** Karen Walker  
**Sent:** 15 September 2021 17:34  
**To:** [REDACTED]  
**Cc:** Lee Bridges  
**Subject:** RE: APPG notes

[REDACTED]

- Lack of process and clear information for maternity leave – MPs don't know what to do or where to go to get help
- IPSA didn't consult with 'female' MPs on maternity leave
- Concern how the system works in reality, not practical
- How can we go about consultations in a different way for time poor MPs?
- We need honest conversations about what MPs get vs what others get (not statutory – comparison against decent employers)
- We need to think about whether the scheme disincentivises female MPs from standing, what are we doing to comply with our PS Equality duty so that it does not directly disadvantage female MPs or undermine the work of women in parliament?

## Karen Walker

Director of Strategy and Change

## IPSA

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**From:** [REDACTED]@theipsa.org.uk>  
**Sent:** 15 September 2021 17:08  
**To:** Karen Walker [REDACTED]  
**Subject:** APPG notes

Hi Karen,

Just sending these while it's fresh in my head...

- Why don't MPs get what everyone else gets re maternity leave? It can't just be that they aren't employees legally.
- Maternity cover for ministers vs backbenchers. This would be illegal in other employment settings; two-tier workforce.
- MP with a proxy vote isn't allowed in the Chamber.
- How will parental leave funding be published, will it make an MP look like they're the most expensive?
- When staff go on maternity leave, the additional cover funding is added on so it makes the MP look expensive. Could discourage MPs from hiring staff who are likely to go on maternity leave or with disabilities who are likely to be absent for illness.
- Why does the dependant uplift for accommodation get cut off right when the child turns 18? [REDACTED]  
[REDACTED]
- There needs to be more information on what support is available for MPs on maternity leave. It should be the same offer for everyone.

- IPSA didn't consult with MPs on maternity leave; or the consultation needs to be more collaborative, don't expect MPs to respond based on an email.



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