

BRIDGES HULL
DEPENDENT CARE LEAVE POLICY

Employees are entitled to a reasonable amount of unpaid time off in order to take action which is necessary -

- (a) to provide assistance on an occasion when a dependent falls ill, gives birth, is injured or assaulted;
- (b) to make arrangements for the provision of care for a dependent who is ill or injured;
- (c) in consequence of the death of a dependent;
- (d) because of the unexpected disruption or termination of arrangements for the care of the dependent; or
- (e) to deal with an incident which involves a child of the employee and which occurs unexpectedly in a period during which no educational establishment which the child attends is responsible for him.

This right does not arise unless the employee informs the Employer of the reason for his/her absence as soon as reasonably practical and tells the Employer for how long he/she expects to be absent.

For these purposes a dependent means a spouse, a child, a parent, or a person who lives in the same household as the employee, otherwise than by being his employee, tenant, lodger or boarder.

For the purposes of (a) and (b) above dependent also includes any person who reasonably relies on the employee for assistance on an occasion when the person falls ill or is injured or assaulted or to make arrangements for the provision of care in the event of illness or injury.

For the purpose of (b) above dependent includes any person who reasonably relies on the employee to make arrangements for the provision of care.