Use this form to give notice to cancel or vary a booked period of shared parental leave (and pay if applicable) ensuring you provide at least 8 weeks’ notice before the original and revised start dates.

A variation will count as one of your three notices to book leave unless:

* it is made as a result of the child being born earlier or later than expected
* the council has requested the variation
* it is made as a result of the council rejecting a request for discontinuous leave and the notice to cancel/vary is received by the 15th day following submission of the original notice to book leave

Details of how the council will process the personal information it holds on you can be found at <https://www.westlothian.gov.uk/media/20843/Contract-of-Employment---Privacy-Notice/pdf/2018-03-21_-_Contract_of_Employment_Privacy_Notice.pdf>

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| --- |
| **Employee Details** |
| Name: | Employee No: |
| Job Title: | Service Area: |
| **Notice Record** |
| I confirm that this notice to cancel/vary booked leave is my:* First notice to book leave
* Second notice to book leave
* Third notice to book leave
 |
| **Shared Parental Leave Dates** |
| Original shared parental leave dates to be varied or cancelled: |
| **Start Date** | **End Date** | **Number of Weeks** |
|  |  |  |
|  |  |  |
|  |  |  |
| New shared parental leave dates requested: |
| **Start Date** | **End Date** | **Number of Weeks** |
|  |  |  |
|  |  |  |
|  |  |  |
| **Shared Parental Pay Dates (if applicable)** |
| I request the following periods of shared parental pay: |
| **Start Date** | **End Date** | **Number of Weeks** |
|  |  |  |
|  |  |  |
|  |  |  |
| I understand that the dates above will be treated as binding notice to book shared parental leave. Any request to vary or cancel booked leave is likely to result in the use of one of my 3 statutory notices to book leave.  Signed …………………………………………………………..……… Date ……………………………………… |

**Pass completed form to line manager who will complete page 2 before returning to Human Resources.**

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| **Shared Parental Leave Approval – to be completed by Line Manager** |
| Request for leave is for:* a continuous period of leave
* a discontinuous period of leave
 |
| **Continuous Period of Leave** |
| GuidanceThere is a statutory right to continuous periods of leave therefore a period of continuous leave contained within one notice to book leave must be approved.Any proposal by the council to amend dates of continuous leave is subject to the employee’s consent. |
| * I confirm that the continuous period of shared parental leave requested on the dates above is approved.
* I confirm that the continuous period of shared parental leave requested is approved with the following amendments as agreed by the employee:

Signed …………………………………………………………………………….. Date ………………………………………… |
| **Discontinuous Periods of Leave** |
| GuidanceWhere a period of discontinuous leave can be accommodated in line with service needs it should be granted.Where a period of discontinuous leave cannot be granted or may be granted with some amendment it would be appropriate to discuss options with the employee. The employee must be provided with a response to their request for discontinuous leave within 14 days of receipt of the request. The employee will have the opportunity to withdraw/vary their request for leave by the 15th day without using any additional statutory notice to book leave. |
| * I confirm that the discontinuous periods of shared parental leave requested on the dates above are approved.
* I confirm that the discontinuous periods of shared parental leave requested on the dates above are rejected for the following reasons:
* I confirm that the discontinuous periods of shared parental leave requested have been approved with the following amendments:

Signed ……………………………………………………………………………… Date ………………………………………... |

**Completed form should be returned to Human Resources. Please ensure employee is informed in writing of the outcome of their request. Standard letters are available for this purpose.**