



Deputy Lyndsay Feltham
Minister for Social Security

BY EMAIL

7th March 2025

Dear Minister,

Health and Social Security Panel Review of Family Friendly Legislation

We write as part of our evidence gathering for our review into Family Friendly Legislation. The Sub-Panel is collating evidence from stakeholders over the coming months and will hold separate public hearings with yourself and other key stakeholders as required. As part of our evidence gathering, could you provide the status (including dates and associated costs) and outcomes, where relevant, of the following Ministerial actions detailed in the Family Friendly Post-Implementation Review: Report and Ministerial Conclusions, presented on the 26th April 2024:

“Employment Law

- *Action to increase awareness of the family-friendly rights by developing an effective communications strategy. This can be achieved without major resource implications in terms of cost and time. The specific strategy can be developed with colleagues across government and external bodies, along the lines of the work done to produce the employment rights leaflet for temporary incoming employees.*
- *The options relating to amending the Employment Law would require further detailed consideration. The Minister will consider commissioning a specific consultation exercise, but is not currently persuaded that, in terms of the overall reaction to the use of the new rights, this is a priority.*

Social Security Law

- *Commission a piece of work looking at the current rules relating to the parental allowance in the context of the work currently being undertaken at the possibility of credits for parents who claim Home Responsibility Protection. This currently protects someone's entitlement to a State Pension and Survivor's Benefit while they are not working, but not parental benefits. The Minister is, however, conscious that any changes to benefit rules would have cost implications for the Social Security Fund.*
- *As part of the work outlined above, the Minister will consider the option of leaving the existing qualifying rules and requirements for an appropriate contributions record in place.*

The provision of affordable childcare and nursery places

- *The Minister has no responsibility for this aspect but will share the results of this part of the survey with ministerial colleagues with relevant interests in this issue.”*



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We would be grateful for a response to the above questions **by Monday 24th March 2025**.

We look forward to working with you and thank you in advance for your assistance with the review.

Yours sincerely,

Deputy Louise Doublet
Chair, Health and Social Security Scrutiny Panel