From the Editor!

Wow! How time flies, it seems hard to believe that we are already half way through the year of 2011. The year 2011 in the Corporation has been quite eventful so far, from the appointment of a new ED to the introduction of the biometric system of attendance monitoring.

In this 7th mid-year edition of our e-newsletter “The Legal Luminary” we will look at a case handled by one of our legal Officers in our Lagos Office, Mrs. Oyindamola Brown. This will practically answer the question raised in the last edition as to whether in-house lawyers can represent the Corporation in court.

This edition promises to be just as interesting as always. Your legal questions, general comments and contributions are welcome.

Q & A:

Am I entitled to maternity leave with full pay as a newly recruited staff of the corporation?

A

Maternity leave is a form of parental leave offered to the mother of a new child so that they can bond. Female staff of the Corporation are entitled to maternal leave of up to 90 working days.

The conditions of service for the Corporation states that ‘all female staff who have taken in are entitled to 3 months maternity leave including full pay within a calendar year. Half of the annual leave for that year is also granted but this will not be regarded as part of the maternity leave. However where the annual leave has already been taken before the maternity leave is due that part of the maternity leave equivalent to half of the annual leave shall be with half pay’.

Am I entitled to maternity leave with full pay as a newly recruited staff of the corporation?

A

This means that once maternity leave has been taken the staff can only take half of her annual leave for the year. However, in a situation where the staff has already taken her full annual leave before proceeding on maternity leave, then a period of her maternity leave equal to half of her annual leave will be taken with only half of her salary.

However, the Human Resource practice in the Corporation is for newly recruited staff not to take full maternity leave. A staff that has worked for a period less than a year but more than 6 months is entitled to 3 months maternity leave but with half pay. Where the staff has worked for less than 6 months she is entitled to 1 month maternity leave without pay.