

Parental Leave

- **Maternity rights.** All employees can take up to 52 weeks' statutory maternity leave and eligible employees will receive 39 weeks' statutory maternity pay (SMP) or maternity allowance. The first six weeks of SMP is paid at the higher of 90% of the employee's normal average earnings or the statutory flat rate (the higher rate), and the remaining 33 weeks is paid at the statutory flat rate, currently £138.18 a week (the flat rate)
- **Paternity rights.** Eligible employees can take up to two weeks' ordinary paternity leave within 56 days of the child's birth and two weeks' statutory ordinary paternity leave pay, paid at the flat rate. In addition, for children born on or after 3 April 2011, eligible mothers can effectively transfer some or all of the last 26 weeks' of their maternity leave to be taken by the father as additional paternity leave. Eligible fathers are entitled to receive additional statutory paternity leave pay for the unexpired portion of the mother's SMP, paid at the flat rate.

Shared parental leave

“It’s your turn to change Bruno’s nappy: I’m going back to work!”



Shared parental leave

- New statutory entitlement to shared parental leave and pay if they are expecting a baby which is due on or after 5 April 2015 or if they have a child placed with them for adoption on or after that date
- Maternity leave and pay Maternity leave, statutory maternity pay and maternity allowance are not changing. Ordinary paternity leave (2 weeks) remains in place
- Eligible mothers and expectant mothers who share, or intend to share, the care of their child with their partner or the child's father will be able to choose to bring their maternity leave and/or pay or allowance to an end early to enable the parents to opt into the shared parental leave and pay system

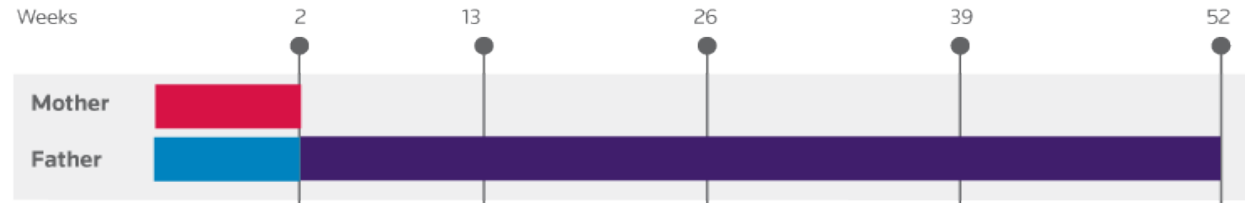


Shared parental leave

Where the eligibility criteria are met, any untaken maternity leave and/or pay or allowance potentially becomes available to take as shared parental leave and/or pay. If both the mother and her partner/the child's father are employees and both meet the eligibility criteria, they will both be entitled to take shared parental leave and/or pay and will have to decide between them how they will share this leave and pay.



Maternity leave ■ Ordinary paternity leave ■ Shared parental leave ■



The mother and father take the first two weeks following the birth as maternity and ordinary paternity leave. The mother returns to work and transfers the remaining 50 weeks' leave to the father to take as shared parental leave (SPL).



The mother takes 26 weeks' maternity leave and returns to work. The father takes two weeks' ordinary paternity leave, immediately after which he takes 26 weeks' SPL so that both parents are off together in the first 26 weeks.



The mother takes 13 weeks' maternity leave and curtails her leave. The remaining 39 weeks is taken by the mother and the father at different times.

Enhanced Rights

If you already give your employees enhanced maternity rights, do you need to offer enhanced paternity rights?

We can advise you on updating your policies and staff handbooks.

