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Government publishes technical guide on shared parental leave and pay

The Government has published a new [technical guide](#) for employers on shared parental leave and pay. The new guidance covers technical aspects for employers to consider when implementing policies on shared parental leave (SPL) and shared parental pay (ShPP).

Eligible employees will have a new statutory entitlement to shared parental leave and pay from next year. Where their baby is due on or after 5 April 2015, eligible mothers will be able to volunteer to end their maternity leave and/or pay early to create leave and pay which they can share with the child's father or their partner as shared parental leave and pay. Similar provisions will apply in relation to adoption leave.

The intention is to allow families more choice over how they look after their children in the first year. Existing rules on maternity and ordinary paternity leave and pay remain the same. Additional paternity leave and pay will be abolished.

The guidance covers the following topics:

- Summary: shared parental leave and statutory shared parental pay.
- Shared parental leave and pay: how it works.
- Eligibility criteria.
- Ending maternity or adoption leave and pay to create shared parental leave and pay.
- Knowing whether your employee qualifies for shared parental leave and pay.
- How much shared parental leave and pay can be taken?
- Arrangements for "booking" shared parental leave and pay.
- Employees who change their shared parental leave plans
- When shared parental leave and pay can be taken.
- Frequently asked questions on shared parental leave and pay.

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