

Examples of Shared Parental Leave and Pay arrangements.

The following examples illustrate how Shared Parental Leave and pay will apply (subject to eligibility in all cases), and in particular how Occupational Shared Parental Pay will apply to University employees.

Terms used:

Occupational Maternity pay – OMP

Statutory Maternity pay – SMP

Occupational Shared Parental pay – OshPP

Statutory Shared Parental pay - SShPP

Shared Parental Leave - SPL

Determining entitlement

The Maternity Leave and pay provisions for University employees are as follows:

- 26 weeks at OMP (full pay) inclusive of SMP
- 13 weeks at SMP
- 13 weeks unpaid.

When Maternity leave is curtailed early and the parents opt into SPL, any untaken maternity leave and pay entitlement is converted to SPL and pay. This provides a pot of leave and pay which can be shared by both parents.

Example 1

Maternity leave ends after 16 weeks. The amount of SPL and pay available will be:

- 10 weeks at OShPP inclusive of ShPP
- 13 weeks at ShPP
- 13 weeks unpaid

a) If both parents are University employees:

Either parent can take 10 weeks at OShPP provided that this leave is taken within the first 26 weeks from the start of the Maternity Leave and that there are 10 weeks of ShPP available to use:

Mother works here	Weeks 1 – 16 (16 weeks) Maternity leave OMP	at work	at work	Weeks 30- 39 (10 weeks) ShPP	Weeks 40 – 52 (13 weeks) unpaid
Partner works here		Weeks 17 – 26 (10 weeks) OShPP incl. of ShPP	Weeks 27 - 29 (3 weeks) ShPP	at work	at work

If they both wish to be off at the same time the OShPP will be split equally at 5 weeks each:

Mother works here	Weeks 1 – 16 (16 weeks) Maternity leave OMP	Weeks 17 – 21 (5 weeks) OShPP incl. of ShPP	Weeks 22 – 28 (7 weeks) ShPP	Weeks 29 – 34 (6 weeks) unpaid	at work
Partner works here		Weeks 17 - 21 (5 weeks) OShPP incl. of ShPP	Weeks 22 - 27 (6 weeks) ShPP	Weeks 28 - 34 (7 weeks) unpaid	at work

b) If only one parent works at the University:

He or she can take 10 weeks at OShPP provided that this leave is taken within the first 26 weeks from the start of the Maternity Leave and that there are 10 weeks of ShPP available to use:

Mother works here	Weeks 1 – 16 (16 weeks) Maternity leave OMP	Weeks 17 – 26 (10 weeks) OShPP incl. of ShPP	Weeks 27 - 29 (3 weeks) ShPP	Weeks 30- 42 (13 weeks) unpaid	at work
Partner works elsewhere		Weeks 17 – 26 (10 weeks) ShPP	at work	at work	at work

Partner works here		Weeks 17 – 26 (10 weeks) OShPP incl. of ShPP	Weeks 27 - 29 (3 weeks) ShPP	Weeks 30- 42 (13 weeks) unpaid	at work
Mother works elsewhere	Weeks 1 – 16 (16 weeks) Maternity leave	Weeks 17 – 26 (10 weeks) ShPP	at work	at work	at work

OMP cannot be taken after the first 26 weeks:

Mother works here	Weeks 1 – 16 (16 weeks) Maternity leave OMP	at work	Weeks 33- 39 (7 weeks) ShPP	Weeks 40 – 52 (13 weeks) unpaid	at work
Partner works elsewhere		Weeks 17 – 32 (16 weeks) ShPP	at work	at work	at work