

# Shared Parental Leave - SPL

Paul Clark

Thursday 20th September 2018

My story

1 What are you entitled to?

2 The difference it made to us

3 Recap





# My story

# ...Actually, my DAD's story...



SPL?

My story

The University



# Scottish Premiership Table

## TEAMS WITH A 100% START

|                   |   |               |   |
|-------------------|---|---------------|---|
| RED STAR BELGRADE | 7 | PSV           | 5 |
| SALZBURG          | 7 | JUVENTUS      | 4 |
| YOUNG BOYS        | 6 | BARCELONA     | 4 |
| HEARTS            | 5 | FERENCVAROS   | 4 |
| PSG               | 5 | BAYERN MUNICH | 3 |

Teams with a 100% start and the number of wins they have recorded

Enter a team or competition

|    | Team                | Played | Won | Drawn | Lost | For | Against | GD | Points | Form      |
|----|---------------------|--------|-----|-------|------|-----|---------|----|--------|-----------|
| 1  | Heart of Midlothian | 5      | 5   | 0     | 0    | 11  | 2       | 9  | 15     | W W W W W |
| 2  | Celtic              | 5      | 3   | 1     | 1    | 5   | 2       | 3  | 10     | W L W W D |
| 3  | Livingston          | 5      | 3   | 1     | 1    | 6   | 4       | 2  | 10     | L D W W W |
| 4  | Rangers             |        |     |       |      |     |         |    |        | D W D L W |
| 5  | Hibernian           |        |     |       |      |     |         |    |        | W D D L W |
| 6  | St Johnstone        |        |     |       |      |     |         |    |        | L D W W D |
| 7  | Kilmarnock          |        |     |       |      |     |         |    |        | W D L W L |
| 8  | Aberdeen            |        |     |       |      |     |         |    |        | D W D L D |
| 9  | Motherwell          |        |     |       |      |     |         |    |        | L L D W L |
| 10 | St Mirren           |        |     |       |      |     |         |    |        | W L L L D |
| 11 | Hamilton Academical | 5      | 1   | 0     | 4    | 3   | 8       | -5 | 3      | L W L L L |





## "Warts and all"

- As a new dad, taking advantage of SPL
- Unique position
- Restructure and VR
- Early 2016 - new legislation
- Didn't know our options
- LOTS of googling...
- Maternity pay PLUS...
- University approach



# SPL everywhere?

Legislation

+

Local policy

+

Culture



- Milk "laddie"...
- Heather burning
- Grouse beating
- Cleaning dishes in a hotel
- Worked for a machining firm
- Worked in a garage
- Worked for HSBC bank
- Worked in Blockbuster video
- Worked in an Off-Licence
- Worked in the private sector for a small company
- Worked for the Police and worked 60+ hours a week.

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**Speak to  
our  
AMAZING  
HR  
department!**

THE POLICY

STATUTORY  
PAY

ENHANCED  
PAY

WHY I'M  
DIFFERENT!



# THE POLICY

## 6. Eligibility

### 6.1 Shared Parental Leave (SPL)

All University employees, irrespective of their length of service or hours worked, have the right to take SPL provided:

- they share with a partner, the main responsibility for the care of their child at the time of its birth/placement;
- the child's mother/lead adopter has curtailed (i.e. shortened) their maternity/adoption leave and pay and opted-in to the SPL scheme;
- they are employed by the University at the start of each period of SPL;
- they comply with the University's notification procedures and timescales; and
- their partner (who may or may not take SPL) meets the statutory '**employment and earnings**' test, i.e. has:
  - i. worked for 26 weeks in the 66 weeks leading up to the due date of birth/placement and,
  - ii. earned an average of at least £30 per week in any 13 of the 66 weeks.

If an employee's partner – who is not employed by the University - wishes to take statutory SPL, they will have to satisfy the '*employment and earnings*' test, detailed above.

# STATUTORY

## 8. Shared Parental Pay Entitlement

### 8.1 Statutory shared parental pay (ShPP)

A total of 39 weeks' statutory maternity/adoption pay or maternity/adoption allowance is available to the mother/lead adopter. As there is a compulsory maternity/adoption leave period of two weeks, this means that a mother/lead adopter who ends their maternity/adoption leave at the earliest opportunity could share up to 37 weeks' statutory shared parental pay, if eligible, with their partner. The number of actual weeks available will depend on the amount by which the mother/lead adopter reduces their maternity/adoption pay/allowance period.

ShPP is paid at the weekly flat rate set by the Government or 90% of the employee's average weekly earnings, whichever is the lower.



# ENHANCED SPL

## 8.2 University of Edinburgh Enhanced Shared Parental Pay (UEShPP)

Employees have a choice of pay options as outlined below:

- | Option | Pay  |
|--------|--|
| 1.     | up to 14 weeks'* full pay (inclusive of statutory ShPP, if eligible)   |
| 2.     | up to 6 weeks'* full pay (inclusive of statutory ShPP, if eligible), followed by up to 16 weeks' half pay plus statutory ShPP, if eligible (capped at normal full pay)   |
| 3.     | up to 37 weeks'* statutory ShPP, if eligible, with the right to UEShPP as in Option 1 above if the employee decides to return to work following their final period of SPL. This option is usually chosen by employees who are either undecided about returning to work or who are unable to meet the criteria to return to work for at least three months following the period of SPL. |

UEShPP must be taken within 52 weeks of the child's birth/placement. Shared Parental Leave can also be taken unpaid.

\*As a mother/lead adopter must take a minimum of 2 weeks' leave immediately following birth/placement, a minimum of 2 weeks' maternity/adoption pay will already have been paid to the mother/lead adopter.

## WHY I'M (we're) DIFFERENT!...



Our circumstances

- Redundancy
- Passing the E&E test
- Entitlement.
  
- But...



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**2** The  
difference  
it made to  
us



Our situation



The  
SPREADSHEET



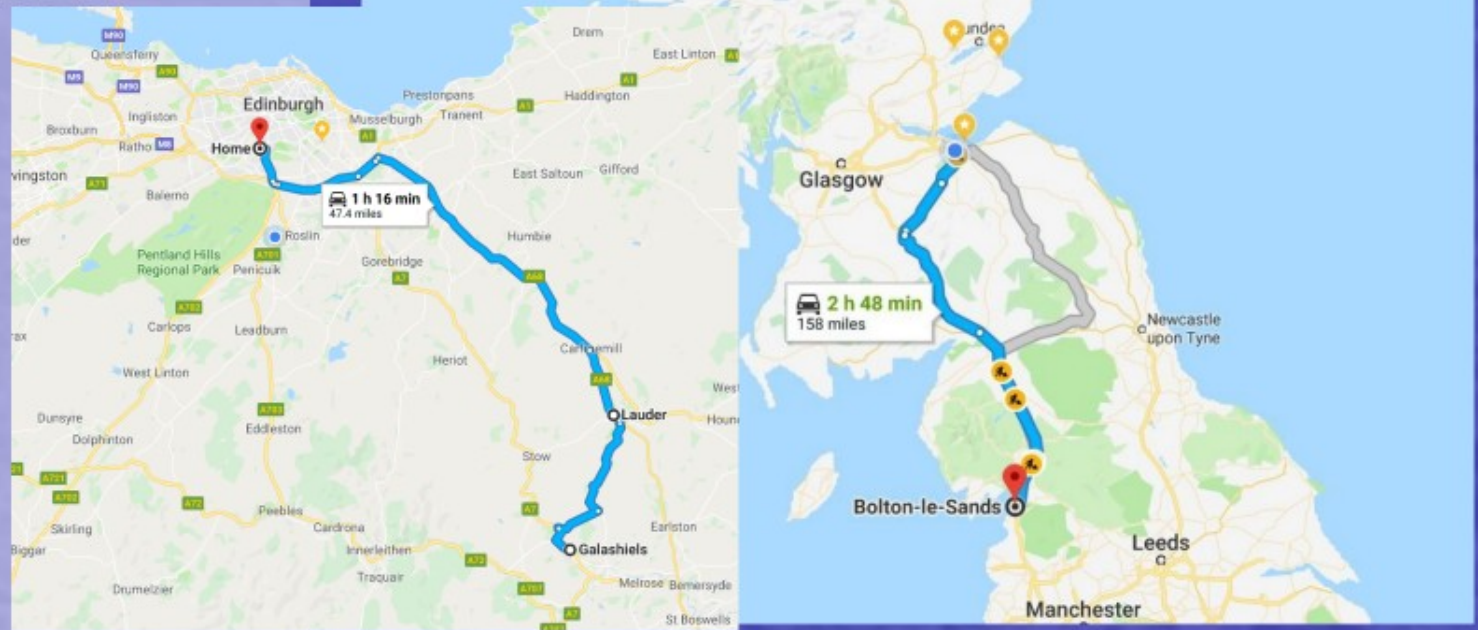
Work / Life  
balance



# OUR SITUATION

Everyone is different!

- Other family
- Other commitments
- Very small support network
- SPL was incredibly valuable to us...



| July  |       |       |       |        |           | F | S | S | M | T | W | T | F | S | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S                 | SPL days |
|---|-------|-------|-------|--------|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|-------------------|----------|
| 2016  | c / f | Alloc | Total | Booked | Remaining | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31                | 0        |
| Paul Clark                                      | 0     | 36    | 36    | 34     | 2         | N |   |   | N | N | N | N | N |   |    | N  | N  | N  | N  | N  |    |    | N  | N  | N  | N  | N  |    |    | N  | N  | N  | N  | N  |    |                   |          |
| Shared Paternity Leave (14 weeks * 5 days = 70) |       | 70    | 70    | 0      | 70        |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    | Expected Due Date |          |

| August  |       |       |       |        |           | M | T | W | T | F | S | S | M | T | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  |    |
|---|-------|-------|-------|--------|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| 2016  | c / f | Alloc | Total | Booked | Remaining | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 25 |
| Paul Clark                                      | 0     | 36    | 36    | 34     | 2         | S | S | S | S | S |   |   | S | S | S  | S  | S  |    |    | S  | S  | S  | S  | S  |    |    | S  | S  | S  | S  | S  |    | S  | S  | S  |    |    |
| Shared Paternity Leave (14 weeks * 5 days = 70) |       | 70    | 70    | 23     | 47        |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |

| September                                       |       |       |       |        |           | T | F | S | S | M | T | W | T | F | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  |              |
|---|-------|-------|-------|--------|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|--------------|
| 2016  | c / f | Alloc | Total | Booked | Remaining | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 12           |
| Paul Clark                                      | 0     | 36    | 36    | 34     | 2         | S | S |   |   | S | S | S | S | S |    |    | N  | N  | N  | N  |    |    | S  | S  | S  | S  | S  |    |    | N  | N  | N  | N  |    |    |              |
| Shared Paternity Leave (14 weeks * 5 days = 70) |       | 70    | 70    | 35     | 35        |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    | Welcome Week |

| October   |       |       |       |        |           | S | S | M | T | W | T | F | S | S | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M        |    |
|---|-------|-------|-------|--------|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----------|----|
| 2016  | c / f | Alloc | Total | Booked | Remaining | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31       | 11 |
| Paul Clark                                      | 0     | 36    | 36    | 34     | 2         |   |   | S | S | S | S | S |   |   | N  | N  | N  | N  |    |    | S  | S  | S  | S  | S  |    |    | N  | N  | N  | N  |    |    | S  |    |          |    |
| Shared Paternity Leave (14 weeks * 5 days = 70) |       | 70    | 70    | 46     | 24        |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    | Week One |    |

| November  |       |       |       |        |           | T | W | T | F | S | S | M | T | W | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  |    |
|---|-------|-------|-------|--------|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
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| Paul Clark                                      | 0     | 36    | 36    | 34     | 2         | S | S | S | S |   |   | N | N | N | N  |    |    | S  | S  | S  | S  | S  |    |    | N  | N  | N  | N  |    |    | S  | S  | S  |    |    |    |
| Shared Paternity Leave (14 weeks * 5 days = 70) |       | 70    | 70    | 58     | 12        |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |

| December  |       |       |       |        |           | T | F | S | S | M | T | W | T | F | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  |    |
|---|-------|-------|-------|--------|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
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| Paul Clark                                      | 0     | 36    | 36    | 34     | 2         | S | S |   |   | S | S | S | S | S |    |    | S  | S  | S  | S  | S  |    |    | N  | N  | N  | N  |    |    | P  | P  | P  | P  |    |    |    |    |
| Shared Paternity Leave (14 weeks * 5 days = 70) |       | 70    | 70    | 70     | 0         |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |

| January   |       |       |       |        |           | S | M | T | W | T | F | S | S | M | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  | W  | T  | F  | S  | S  | M  | T  |   |
|---|-------|-------|-------|--------|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|---|
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| Paul Clark                                      | 2     | 36    | 38    | 7      | 31        | P | P |   | N | N | N |   |   | N | N  | N  | N  | N  |    |    | N  | N  | N  | N  | N  |    |    | N  | N  | N  | N  | N  |    | N  | N  |    |   |
| Shared Paternity Leave (14 weeks * 5 days = 70) |       | 70    | 70    | 70     | 0         |   |   |   |   |   |   |   |   |   |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |   |

| Legend |                                      |
|--------|--------------------------------------|
| M      | Maternity / Standard Paternity Leave |
| S      | Shared Paternity Leave               |
| A      | Annual Leave                         |
| P      | Public Holiday                       |
| N      | Normal working day                   |

# The Spreadsheet!



# Daddy day care...



**#1**



Work 8.75  
hour days



**#3**



Off every  
Monday

**#2**



Quality time  
with my  
daughter

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# 3 Key messages

Summary points

Family guy!

"Alien..."

## Key messages...

1

Hearts are unbeaten in 5 games and 5 points clear

2

This is a generational shift - help make it become the "norm"

3

Everyone is different - it is what is right for you depending on your circumstances. Speak to HR. Engage with your boss. Discuss what you think is best.

4

Learn to delegate and accept that the organisation can live without you.

5

Don't let it stop with SPL...

6

Life is too short. Make the most of it. No one ever looks back and wishes they worked more!



# Family Guy







Monday 17th September 2017

## Like father, like daughter!..

This is what SPL, condensed working and working for an amazing employer like the University means to me.

I have the opportunity to create memories like this.

Make the most of the options available to you, and let us make this the norm for the work / life balance.



This is win / win





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