

# Maternity, adoption & shared parental leave

We are increasing our maternity and adoption leave entitlement from 20 weeks full pay to 26 weeks full pay (equivalent of six months).

## Who might this appeal to?

Colleagues about to go on or who are currently on maternity or adoption leave.

## Key information

- ✔ Occupational maternity and adoption pay will increase to 26 weeks (from 20 weeks).
- ✔ Statutory Maternity Pay (SMP) will continue to be paid after full pay is exhausted, for a period of 13 weeks. There is a 39-week cap on paid maternity/adoption leave.
- ✔ Increase to 26 weeks full pay will be available from 1<sup>st</sup> September 2023, but will apply retrospectively to babies born/children placed on or after 1<sup>st</sup> January 2023.
- ✔ For colleagues on leave, who have already received their 20 weeks maternity/adoption pay we'll make one-off retrospective payments to eligible colleagues for up to the additional six weeks.
- ✔ Any retrospective payments will be paid in September salaries.
- ✔ Paternity remains at six weeks, however you can now spread this over the first 12 months.
- ✔ For non-UK based colleagues, please refer to your local HR team/page for the latest position.

## Does it need line manager approval?

- ✔ No, but as per the current process it will continue to require line manager support.

With effect from	Available to	Capture on Workday
September 2023	All colleagues	Yes