



**Adoption, Maternity, Shared Parental and Paternity  
Enhanced University Pay Changes which take effect 1 October 2023**

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These FAQs have been developed in response to the decision to enhance the full pay element within the Adoption, Maternity, Shared Parental and Paternity enhanced university pay, which takes effect from 1 October 2023.

**1. What was the enhanced University pay provision before 1 October 2023?**

**Adoption leave**

- 8 weeks' leave on full pay (inclusive of any SAP)
- 16 weeks' leave on half pay plus SAP (not exceeding full pay)
- 15 weeks' leave on SAP at the appropriate rate
- Up to 13 weeks' unpaid leave

**Maternity leave**

- 8 weeks' leave on full pay (inclusive of any SMP)
- 16 weeks' leave on half pay plus SMP (not exceeding full pay)
- 15 weeks' leave on SMP at the appropriate rate
- Up to 13 weeks' unpaid leave

**Shared parental leave**

- 6 weeks leave on full pay (inclusive of any SShPP) followed by
- 16 weeks' leave on half pay plus SShPP (not exceeding full pay)
- 15 weeks' leave on SShPP at the appropriate rate
- Up to 13 weeks' unpaid leave

**Paternity leave**

- 1 week full pay (inclusive of SPP)
- 1 week statutory pay

**2. What is the new enhanced University pay provision from 1 October 2023?**

**Adoption leave**

- 26 weeks' full pay (inclusive of any SAP)
- 13 weeks' SAP
- 13 weeks' unpaid

**Maternity leave**

- 26 weeks' full pay (inclusive of any SMP)
- 13 weeks' SMP
- 13 weeks' unpaid

**Shared parental leave**

- 26 weeks' full pay (inclusive of any SShPP)
- 11 weeks on SShPP at appropriate rate
- 13 weeks' unpaid

## **Paternity leave**

- 2 weeks' full pay (inclusive of any SPP)

### **3. Who is eligible for Adoption, Maternity, Shared Parental and Paternity enhanced University pay?**

The eligibility for enhanced University pay has not changed. The criterion for colleagues to receive enhanced University pay is as follows:

#### *Adoption Leave, Maternity Leave and Shared Parental Leave*

If an employee has a contract of employment, full-time or part-time, on terms and conditions in excess of the statutory, has a minimum of 52 weeks' continuous service with the University, up to and including the expected week of childbirth (EWC)/placement date and has given notice of their intention to return to work following leave.

#### *Paternity Leave*

If an employee has more than 12 months' service when the baby is born/adopted.

### **4. Will colleagues on these leave types at the point of 1 October 2023 receive the increase?**

All eligible colleagues already on these leave types at the point of 1 October 2023 will be provided with the enhanced provision and adjustments to pay will be made at the end of October 2023.

### **5. Why has the University decided to increase the full pay element within the enhanced University pay?**

This decision has been made in recognition of the feedback received from colleagues at University Town Halls and via other engagement methods, and a commitment from the University to support colleagues embarking on family leave.

This is an important decision and supports the University in living our values and will ensure we are sector leading in providing this level of support to colleagues.

### **6. Can a colleague on Adoption, Maternity and Shared Parental amend their return date?**

Colleagues on these leave types can request to amend their return date and will need to provide their line manager with reasonable notice of their intention to change their return date. Line managers should review requests with the aim of accommodating where possible. Line managers should speak to their [HR Business Partner](#) if they need further support.

### **7. Why have no other changes been made to these policies?**

Following feedback from colleagues, and benchmarking against other universities, and the desire to deliver on the University's ambitions to support equality, diversity and inclusion, the decision was taken to enhance the University's pay provision within the Adoption, Maternity, Shared Parental and Paternity Leave policies. A wider review of these policies will be undertaken as part of the HR Policy Review Programme.