

3) Whether enhanced pay is offered during shared parental leave, and if so, how it compares to maternity and paternity leave packages

Shared Parental Leave Pay

Enhanced pay is not offered during Shared Parental Leave. Statutory Shared Parental Leave is paid at the lower rate - £187.18 a week or 90% of average weekly earnings, whichever is lower (please note that this is the 2025/26 rate). This is the same as the lower rate of SMP.

Eligibility for Statutory Shared Parental Pay:

- You are eligible for Statutory Maternity Pay (SMP) or Statutory Adoption Pay (SAP)
- You are eligible for Statutory Paternity Pay (SPP) and your partner is eligible for SMP, Maternity Allowance (MA) or SAP

Maternity Leave Pay

Contractual Maternity Pay criteria:

- Employee has 26 weeks continuous service with GHC at the 15th week before the EWC

And

- More than 1 year continuous service with the NHS before the beginning of 11th week before EWC.

Occupational Maternity Pay

Weeks	Pay	Duration
1-8	Full normal pay	8 weeks
9-26	Half normal pay plus lower rate SMP (this will not exceed full pay)	18 weeks
27-39	Lower rate SMP	13 weeks
40-52	Unpaid	13 weeks

Employee only qualifies for Statutory Maternity Pay:

- Employed by GHC for at least 26 weeks at the 15th week before Expected Week of Childbirth (EWC)

And

- Less than 1-year continuous service with the NHS before the beginning of 11th week before EWC.

Statutory Maternity Pay

Weeks	Pay	Duration
1-6	Higher rate SMP – a weekly equivalent of 90% of full pay	6 weeks
7-39	Lower rate SMP – a set weekly rate or 90% of full pay, whichever is lower. This rate changes annually – the HR Department can provide details of the current rate of lower SMP	33 weeks
40-52	Unpaid	13 weeks

Paternity Leave Pay

Occupational Paternity Pay Criteria:

- 52 weeks or more continuous NHS service at the beginning of the EWC

And

- Continue to be employed up to the date of birth

OPP will be paid at the employee's basic wage (not including supplements or enhancements) for the weeks taken.

Employee only qualifies for Statutory Paternity Pay Criteria:

- 26 weeks continuous service with GHC up to any day in the 'qualifying week' – 15 weeks before EWC