

Costs associated with enhancing SPL

This calculator provides an approximate cost of enhancing SPL to match enhancements on maternity leave

It assumes direct costs due to enhanced pay and continuation of benefits during leave only. It does not include one-offs such as coaching and back to work incentives etc. Benefits are shown elsewhere

Enter your data and scenarios in the yellow cells

Number of weeks enhanced	18
% of staff who are male	50%
% of staff who are female	50%
% of male staff eligible for SPL	75%

Default position is 75% eligibility based on ONS data for households with dependant children that male sole FT earner = 22% of households and male sole PT earner = 3%. This is an approximation, as partners may have earned prior to childbirth. However, there are also households where the partner is working part time and may not meet the threshold requirements to share leave

Scenarios	1	2	3
	Number of weeks taken as SPL*		
Take up during 1st 6 months post birth	4	8	12
Take up during 2nd 6 months post birth	4	8	12

Default patterns of leave are 4 weeks, 8 weeks and 12 weeks in the first 6 months after birth and 4, 8, 12 weeks in the second 6 months after birth. This is based on internal research with WF members.

Update these number if you have your own research from employee surveys etc

Planning grid 1: Enhanced SPL is tied to date of birth of the child

Scenarios	1	2	3
No of weeks to include in calculation*	4	8	12

*take up during 2nd 6 months post birth is only included in the calculation if the number of weeks enhanced is greater than 26. The maximum number of weeks included in the calculation of costs cannot exceed the total number of weeks enhanced on maternity leave.

Take-up scenarios	Cost shown as % increase in equivalent increase in maternity leave		
5%	0.8%	1.7%	2.5%
10%	1.7%	3.3%	5.0%
20%	3.3%	6.7%	10.0%

Results are factored for the ratio of men to women and percentage of men eligible for SPL

Planning grid 2: Enhanced SPL can be taken at anytime within 12 months of birth

Scenarios	1	2	3
No of weeks to include in calculation*	8	16	18

*number of weeks can be taken at any time during the first 12 months and the number of weeks counted in the calculation cannot exceed the number of weeks enhanced during maternity leave

Take-up scenarios	Cost shown as % increase in equivalent increase in maternity leave		
5%	1.7%	3.3%	3.8%
10%	3.3%	6.7%	7.5%
20%	6.7%	13.3%	15.0%

Results are factored for the ratio of men to women and percentage of men eligible for SPL