

Qualifying for Shared Parental Leave

How do employees qualify for SPL?

Employees must fulfil one condition from stage 1 below, and all of the conditions from stage 2:

If you have any questions or would like further information on Shared Parental Leave, please contact Louise Brenlund on 01622 776405 or email louisebrenlund@brachers.co.uk.

Stage 1 - satisfy one criteria	Be the child's mother AND share the main responsibility for the care of the child with the child's father (or partners if the father is not the employees partner)	OR	Be the child's father AND share the main responsibility for the care of the child with the child's mother	OR	Be the mother's partner AND share the main responsibility for the care of the child with the mother (where the father doesn't share the responsibility with the mother)
Stage 2 - satisfy all the criteria	Have at least 26 weeks continuous employment by the end of the fifteenth week before the expected week of childbirth and still be employed in the week before the leave is taken	AND	The other parent must have worked (employed or self-employed) in at least 26 weeks of the 66 weeks before the expected week of childbirth (week starting on the Sunday of the week the child is to be expected to be born) and have average weekly earnings of at least £30 during those 13 weeks	AND	Both must give the necessary statutory notices and declarations

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"Its 'highly professional and knowledgeable' team is led by the 'thorough and friendly' Catherine Daw."

The Legal 500

Meet the team



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