

19 December 2014

**JS 14/50****Shared Parental Leave**

Dear Colleague

The Shared Parental Leave Regulations 2014 came into force on 1<sup>st</sup> December 2014. Shared Parental Leave (SPL) rights apply for couples who meet eligibility criteria and apply to babies due to be born on or after 5<sup>th</sup> April 2015 or for children placed for adoption on or after that date.

The SNCT is developing guidance on this matter and this will be finalized by the SNCT at its meeting on January 2015. It is expected that the first requests for Shared Parental Leave will take place from around that date.

The introduction of Shared Parental Leave from 5<sup>th</sup> April 2015 will replace the statutory right to Additional Paternity Leave and Pay.

Yours sincerely

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