

# Enhanced shared parental leave

## Template letter to practices

[NAME]

[ADDRESS]

[DATE]

Dear [NAME OF PRACTICE/PRACTICE MANAGER/MANAGING PARTNER],

As you may be aware, GPC recently agreed a joint commitment with NHS England and Improvement, to work towards eradicating the significant Gender Pay Gap in General Practice. A key component of this is supporting practices to offer Enhanced Shared Parental Leave to employed GPs, starting as soon as possible in 2021/22. By promoting and offering Enhanced Shared Parental leave, parents will be able to split the caring burden between them, rather than it falling heavily on women, and this in turn will reduce the negative impact on women's lifetime earning potential and career progression.

Enhanced shared parental leave and pay, equal to enhanced maternity leave and pay, has already been offered to Junior Doctors and staff on Agenda for Change contracts, and so these changes will bring Salaried GPs' entitlements in line with those colleagues.

Consequently, the enhanced SPL pay entitlement for those would meet the eligibility criteria for statutory SPL, is as follows:

- 6 weeks' full pay including statutory pay;
- 18 weeks' half pay plus statutory pay;
- 13 weeks at statutory pay; and
- 13 weeks that are unpaid

Practices should be able to claim back locum cover costs, as for maternity cover, in the same way according to the SFE.

More details on the entitlement and eligibility criteria are set out in the Salaried GP handbook which has been updated to include the new entitlement.

However, these enhanced SPL provisions do not automatically apply to salaried GPs employed under the model contract. The BMA has produced the attached 'side letter' which, once signed by both employee and employer, will act as a contract variation to give the salaried GP access to the enhanced SPL terms and conditions. GPC has also produced guidance for GP partners to clarify what this means for you as an employer in terms.

Yours

sincerely,

[SIGNATURE]

[NAME]