

**POLICE PENSION SCHEMES
04/2016**

WHO SHOULD READ: The Chief Constable of Police Scotland
ACTION: Read and circulate to all interested parties
SUBJECT: Shared Parental Leave

The purpose of this circular is to:

- Remind stakeholders that the principles within the Children and Families Act 2014 have been extended to Police Officers
- Confirm that whilst pension scheme regulations have yet to be amended, entitlement to relevant rights under the scheme applies from 5 April 2015

In 2015, the Police Negotiating Board reached agreement that the principles contained within the Children and Families Act 2014 should be extended to Police Officers, and reflected in legislation so that Police Officers are not disadvantaged compared to other workers. The agreement is contained in PNB [circular 1/2015](#) and has implications for the pension schemes. In summary, it was agreed:

- From April 2015, mothers, fathers and adopters will be able to share parental leave around their child's birth or placement. The current statutory maternity leave and pay arrangements will continue to operate, however it will be possible to elect to bring leave and pay to an early end and share the balance with a spouse or partner. Shared parental leave will be able to be taken from the second week after the baby is born and will last for a maximum of 50 weeks of leave and 37 weeks of statutory pay.
- Shared parental leave and pay will also be available to adopters, prospective parents in the 'fostering for adoption' system, and intended parents in a surrogacy arrangement.
- From April 2015 statutory adoption leave and pay will reflect entitlements available to birth parents. Intended parents in surrogacy and 'foster to adopt' arrangements will also qualify for statutory adoption leave and pay.

These changes will mean that Police Officers to whom the above applies will also be entitled to equivalent rights in the pension schemes as those officers currently entitled to maternity or adoption leave. It will be possible to pay contributions on periods of paid and unpaid shared paternity leave to ensure there is no gap in pension provision. Subject to future consultation, the pension scheme regulations will be amended accordingly and will have retrospective effect from 5 April 2015. The Police Service of Scotland Regulations 2013 will also be subject to appropriate amendment.



Iain Mitchell
Policy Officer
1 March 2016

Contact information

Please contact iain.coltman@gov.scot you have any enquiries about this circular.

Scottish Public Pensions Agency
7 Tweedside Park
Tweedbank
GALASHIELS
TD1 3TE

www.sppa.gov.uk
Telephone: 01896 893000
Fax: 01896 893214



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