

	Westminster current policy	WCC proposed policy	Surrey County Council	London Borough of Tower Hamlets	Islington	Hackney	Southwark	Camden	LGA Labour Group Model policy
Maternity leave period	<ul style="list-style-type: none"> 6 months an option of extending 6 months more prematurity of 29 days or more - more day upon agreement on top of 52 weeks 	52 weeks	<ul style="list-style-type: none"> 6 months an option of extending 6 months more prematurity of 29 days or more - more days upon agreement on top of 52 weeks 	same as employees - unknown	<ul style="list-style-type: none"> 6 months an option of extending 6 months more prematurity of 29 days or more - more leave upon agreement on top of 52 weeks 	<ul style="list-style-type: none"> 52 weeks 2 weeks compulsory after birth (inc of 52 weeks) 	<ul style="list-style-type: none"> 39 weeks maternity leave; an option to extend to 52 weeks prematurity of 29 days or more - extra leave on top of 52 weeks entitlement 	52 weeks	<ul style="list-style-type: none"> 6 months an option of extending 6 months more prematurity of 29 days or more - more leave upon agreement on top of 52 weeks
Maternity pay	<ul style="list-style-type: none"> BA in full SRA- 3 months full pay, 3 months half 	<ul style="list-style-type: none"> BA in full SRA- 6 months full pay, 6 months half 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> Basic Allowance in full whilst on Maternity leave SRA-6 weeks 90%, 7 to 24 weeks 50% Members who claims MP- MP 39 weeks 	<ul style="list-style-type: none"> BA paid in full SRA 6 weeks in full, 20 weeks half pay of SRA Members are not eligible for Statutory Maternity Pay (SMP) if they are not employed elsewhere 	<ul style="list-style-type: none"> BA paid in full SRA paid 6 month and subject to review another 6 months 	<ul style="list-style-type: none"> BA paid in full SRA paid in full
Paternity leave	<ul style="list-style-type: none"> 2 weeks 	<ul style="list-style-type: none"> 2 weeks 	<ul style="list-style-type: none"> minimum of 2 weeks 	same as employees	<ul style="list-style-type: none"> minimum of 2 weeks 	<ul style="list-style-type: none"> Max of 2 weeks 	<ul style="list-style-type: none"> minimum of 2 weeks up to 13 weeks 	up to 2 weeks	up to 2 weeks
Paternity Pay	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA 2 weeks full pay 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full
Shared parental leave	<ul style="list-style-type: none"> Both parents must be members 52 weeks of leave/pay available to be shared the mother to take the first 2 weeks after childbirth as ML 	Any parent may take shared parental leave	<ul style="list-style-type: none"> Shared parental leave arrangements though the employment replicate the arrangements in terms of leave from Council Both parents are members leave might be shared of 24 weeks for the first six months and 26 weeks for any leave agreed up to 50 weeks 	n/a	<ul style="list-style-type: none"> Shared parental leave arrangements though the employment replicate the arrangements in terms of leave from Council Both parents are members leave might be shared of 24 weeks for the first six months and 26 weeks for any leave agreed up to 50 weeks 	<ul style="list-style-type: none"> Shared parental leave arrangements though the employment replicate the arrangements in terms of leave from Council 	<ul style="list-style-type: none"> Shared parental leave arrangements though the employment replicate the arrangements in terms of leave from Council If both parents are members leave might be shared of 24 weeks for the first six months and 26 weeks for any leave agreed up to 52 weeks + exceptional arrangement in case of prematurity 	50 weeks (the number of weeks used here will be reduced from maternity/adoption leave)	<ul style="list-style-type: none"> Generally will seek to replicate arrangements made through employer Where both parents are members 52 weeks of leave/pay available to be shared the mother to take the first 2 weeks after childbirth as ML
Shared parental pay	<ul style="list-style-type: none"> BA in Full 12 weeks at full SRA 13 weeks at half SRA 	<ul style="list-style-type: none"> BA in full SRA- 6 months full pay, 6 months half 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	n/a	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	n/a	n/a	<ul style="list-style-type: none"> BA paid in full SRA paid 6 month and subject to review another 6 months 	<ul style="list-style-type: none"> BA paid in full SRA paid in full
Adoption leave	<ul style="list-style-type: none"> 6 months option of extending another 6 months 	52 weeks	<ul style="list-style-type: none"> 6 months option of extending to 52 weeks 	same as employees	<ul style="list-style-type: none"> 6 months option of extending to 52 weeks 	<ul style="list-style-type: none"> 52 weeks 	<ul style="list-style-type: none"> 39 weeks with the option up to extend to 52 weeks 	<ul style="list-style-type: none"> 52 weeks 	<ul style="list-style-type: none"> 6 months option of extending to 52 weeks
Adoption Pay	<ul style="list-style-type: none"> BA paid in full SRA- 3 months full pay, 3 months half 	<ul style="list-style-type: none"> BA in full SRA- 6 months full pay, 6 months half 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA paid in full 	<ul style="list-style-type: none"> BA paid in full SRA- 6 weeks 90%, 7 to 24 weeks 50% 	<ul style="list-style-type: none"> Basic Allowance in full SRA 6 weeks in full, 20 weeks half pay of SRA and 13 weeks of no SRA pay 	<ul style="list-style-type: none"> BA paid in full SRA paid 6 month and subject to review another 6 months 	<ul style="list-style-type: none"> BA paid in full SRA paid in full
Other						<ul style="list-style-type: none"> Surrogacy is same as Adoption pay and leave. Foster to adopt. 	<ul style="list-style-type: none"> Members can waive their right to receive Basic Allowances and any other allowances 		

*BA- Basic Allowance
SRA- Special Responsibility Allowance (only applies to Members that are entitled to SRA)
MP- Maternity Pay