

Maternity, Adoption and Shared Parental Leave costs per department

	2014/15	2015/16	2016/17	2017/18	Grand Total	Average Annual Cost
	£'000	£'000	£'000	£'000	£'000	£'000
Barbican Centre	268	292	490	332	1,383	346
Chamberlain's Department	307	304	216	273	1,101	275
City Surveyor's Department	166	206	166	195	734	183
Community & Children's Services Department	251	277	249	211	988	247
Comptroller & City Solicitor's Department	40	-	40	72	151	38
Culture & Heritage & Libraries	147	189	195	-	531	133
Department Of The Built Environment	166	219	114	182	681	170
Guildhall School Of Music & Drama	189	366	95	53	703	176
Mansion House & Central Criminal Court	27	31	-	17	75	19
Markets & Consumer Protection	44	67	223	126	460	115
Open Spaces Department	167	239	152	151	710	178
Remembrancer's Office	40	-	40	72	151	38
Town Clerk's Department	284	249	586	521	1,641	410
City of London School	66	39	53	60	219	55
City of London School For Girls	66	22	-	-	88	22
Freemen's School	22	49	27	-	98	25
City of London Police (Civilians)	475	609	381	409	1,873	468
Total:	2,726	3,159	3,028	2,674	11,587	2,897

Assumptions:

- The costs are based on the new MASPL scheme (16 weeks full pay followed by 24 weeks at half pay).
- The costs are based on the mid-point of salary grade.
- Each MASPL period was for 40 weeks returning to work full time for 12 weeks within a full financial year.
- Statutory Pay has been paid at 90% average pay at current rates for the first 6 weeks, followed by 33 weeks at £145.18.
- Statutory Pay has been reclaimed from HMRC at 92% of the amount paid.
- Each MASPL period was taken by an employee working on a full time basis.
- Based on the 2018/19 local risk employee budget of £286m and an average cost of MASPL of £2.9m, a top-slice of 1.01% would be required from departmental employee budgets to fund the cost of MASPL.

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