

Improving our family friendly benefits

24 January 2023



With effect from 1 May 2023, eligible staff members will qualify for our enhanced maternity, adoption, surrogacy and shared parental pay benefits. Paternity leave and pay will also be enhanced.

University Executive Board is pleased to have approved significant changes and uplifts to our family friendly benefits. These will all come into effect on 1 May 2023.

Dysgu Cymraeg - related vocabulary for Welsh learners is included at [the end of the article](#).

Our existing enhanced schemes will continue to be in place for all staff applying for family friendly leave up to and including 30 April 2023. After this point the new schemes will supersede these for qualifying staff if their period of leave begins on or after 1 May 2023.

New enhanced maternity, adoption, surrogacy and shared parental pay schemes

We already offer [enhanced pay to employees taking maternity, adoption, surrogacy or shared parental leave](#) in circumstances where the continuous service requirements are met and individuals intend to come back to work for a minimum of 13 weeks when their leave ends.

From 1 May, if you meet the following criteria, you will qualify for our enhanced maternity, adoption, surrogacy and shared parental pay benefits. You will need to have:

- at least 41 weeks' continuous service with the university by the week in which the baby is due, or placed with you for adoption, and
- not already commenced family leave (maternity, adoption, surrogacy or shared parental leave), and
- intend to return to work for the university after their period of family leave for at least 6 months.

You will be entitled to full pay for the first 26 weeks, which will include any statutory payments. This will be followed by statutory payments for 13 weeks. The remaining 13 weeks will be unpaid.

These changes will:

- provide an additional 4 weeks' full pay
- reduce the continuous service requirement for enhanced payments by 11 weeks
- increase the length of time that an individual will need to return to work to retain the enhanced payment from 13 weeks to 6 months

- increase our shared parental pay (currently restricted to statutory amounts).

Paternity leave and pay

The university's [current provisions are set out on the staff intranet](#).

From 1 May if you have:

- at least 41 weeks' continuous service with the university by the week in which the baby is due, or placed with you for adoption, and
- not already commenced paternity leave

you will qualify for the university's enhanced leave *and* pay benefits. This will entitle you to full pay for 4 weeks, which will include statutory paternity pay.

This update provides an outline of the changes. Further detail will be available ahead of these changes coming into effect.

Dysgu Cymraeg

A short summary of this article in Welsh:

- Rydym yn gwella ein buddion cyfeillgar i deuluoedd
 - We are improving our family friendly benefits
- Daw'r newidiadau hyn i rym ar 1 Mai 2023
 - These changes come into effect on 1 May 2023
- Darganfyddwch pwy fydd yn gymwys i gael y budd-daliadau gwell
 - Find out who will be eligible for the enhanced benefits

Welsh vocabulary - geirfa Cymraeg

Related vocabulary for Welsh learners.

English	Cymraeg
Maternity	Mamolaeth
Adoption	Mabwysiadu
Surrogacy	Geni Plant ar Ran Rhywun Arall
Paternity	Tadolaeth
Shared parental benefits	Budd-daliadau rhieni a rennir
Family friendly benefits	Buddion sy'n addas i deuluoedd

Welsh in the workplace

Over the last few months, we have been introducing Welsh words into our English-language Blas articles to help Welsh learners pick up key words and phrases they can use at work. During our initial trial we received positive and encouraging feedback from colleagues. We have agreed to continue this initiative, expanding it and hopefully improving. Llywelyn Lehnert, Head of Internal Communications, explained a bit more in a [recent news article](#).

If you're already a Welsh learner or would like to get started, there are a range of resources and courses to help you:

- [courses and resources](#)
- Yammer communities
 - [Ymarfer Eich Gymraeg - Practice your Welsh](#)
 - [Siop Siarad - Paned a Sgwrs](#)
- [Coleg Cymraeg Cenedlaethol: Cardiff Branch](#)
- join [Rhwydwaith: Welsh Language Staff Network](#)
- learn Welsh and win prizes - Welsh Government have partnered with S4C to create [Cwis Bob Dydd](#), an interactive quiz app with daily questions to help you improve your Welsh skills.

Please email internalcomms@cardiff.ac.uk if you have any questions or feedback.