

Maternity, Paternity & Adoption

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Agenda

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Introduction



- Established in 1982
- 5 Offices
- 100+ Staff Members

Our USP:

- Pro-active & personal service
- Providing a holistic service for medical professionals

TYPES OF DOCTORS



GP Partner



Salaried
GPs



Locum

TOP TIPS – DON'T MISS OUT

TOP TIPS

1.
SMP, SMA
& NHS

2.
Child Benefit &
Tax credits

3.
Free Childcare
15 hours &
30 hours

4.
Tax free
Childcare

5.
ISA

6.
Education trust

SALARIED DOCTORS

NHS Parental leave and SMP

- In line with statutory requirements – 52 weeks maternity leave (26 Ordinary, 26 Additional)
- Salaried GP has had 12 months of continuous NHS service 11 weeks prior to birth.

NHS Maternity Pay

- Full pay for the first 8 weeks
- Half or full pay for the following 14 weeks
- SMP or SMA for the remaining 17 weeks
- Remaining 13 weeks unpaid
- Employers can renegotiate to include 18 weeks at half or full pay

Paternity Pay

- Leave can start once baby is born
- Either one or two consecutive weeks
- Cannot take one week at a time
- Statutory paternity pay is same as maternity – Lowest of £145.18 or 90% of the average weekly earnings

GP PARTNERS

NHS REIMBURSEMENT FOR LOCUM COVER

- Maternity cover reimbursement is available from the NHS (GMS and PMS contracts) and is the lower of:
 - £1,143.06 maximum per week (first two weeks) AND;
 - £1,751.52 thereafter OR;
 - The actual invoice cost.

Also, the cost of locum cover will be reimbursed by the NHS for GPs taking shared parental leave, in line with those taking maternity leave.

CONSIDERATIONS

- Who is responsible for cover?
 - Set out in the partnership agreement
 - Cover from either partner or locum
- Partnership agreement will/should:
 - State length of leave
 - Who is responsible for the cover
 - How the costs are borne (practice or yourself)
 - All practices will differ but majority will share the same values
- You are still eligible of your share of profit as stated in partnership agreement

Statutory Pay and Allowance

STATUTORY PAY

Eligibility:

- have to be employed on a PAYE scheme.
- have worked for your employer continuously for at least 26 weeks continuing into the 'qualifying week' - the 15th week before the expected week of childbirth.
- earn on average at least £116 a week.
- give the correct notice which is 15 weeks before due date.
- give proof you're pregnant – MAT B1 form (provided at 20 week scan).

Entitlement

- Up to 39 weeks of SMP.
- First 6 weeks – 90% of your average weekly earnings.
- Following 33 weeks – lower of 90% of your average weekly earnings or £145.18.
- Starts when you take maternity leave.

STATUTORY ALLOWANCE

Eligibility

You might get Maternity Allowance for 39 weeks if one of the following applies:

1. you're employed, but you cannot get Statutory Maternity Pay
2. you're self-employed and pay Class 2 National Insurance (including voluntary National Insurance)
3. you've recently stopped working.
4. In the 66 weeks before your baby's due, you must also have been:
 - employed or self-employed for at least 26 weeks
 - earning (or classed as earning) £30 a week or more in at least 13 weeks - the weeks do not have to be together
 - You may still qualify if you've recently stopped working. It does not matter if you had different jobs or periods of unemployment.

Entitlement

- Submit through Department of Work and Pensions (DWP).
- Up to £145.18 per week but if not enough Class 2 then £27 per week for 39 weeks
- Claim maternity allowance by completing the MA1 form which can be found on the government website.
- MAT B1 form is also required when submitting an application.

SHARED PARENTAL LEAVE / PAY

Eligibility

You and your partner may be entitled to Shared Parental Leave (SPL):

1. Must share responsibility of the child at birth.
2. Meet the work and pay criteria
3. Employed continuously with the same employer for 26 weeks, 15 weeks prior to the due date.
4. Be an employee and not a worker. You cannot get SPL but are eligible for Statutory Shared Parental Pay. (ShPP).
5. Average weekly earnings of £116.

Entitlement

- Share up to 50 weeks leave and 37 weeks pay between you.
- Need to take the leave in the first year of having/adopting the child.
- SPL can be taken in blocks or stagger the leave.
- ShPP is lower of 90% of your average weekly earnings or £145.18 for 39 weeks.

SHARED PARENTAL LEAVE / PAY

How It Works

- Mother takes maternity leave/pay as usual.
- Mother decides when she is returning to work but is by law required to take two weeks leave and applies for Shared Parental Leave and Shared Parental Pay.
- Same rule applies for adoption.
- Statutory Maternity Pay stops and Statutory Shared Parental Pay commences.
- Example:
 - Maternity Leave starts 4 weeks before due date.
 - Notice of return to work 10 weeks after birth.
 - SPL to start after the 10 weeks post child birth.
 - Earnings are £200 per week.
 - Mother receives £180 per week (90% of average earnings) for 6 weeks.
 - Receives £145.18 for the remaining 8 weeks.
 - Either individual then received £145.18 once Statutory Shared Parental Leave starts on 11th week.

CHILD TAX CREDIT & CHILD BENEFIT

Credits explained

- Anyone with children could be eligible.
- The more you earn the less you get.
- It is being replaced by Universal tax credit.
- Receive up to £3,000+ based on criteria.

Description	Child Tax credit	Child benefit
Income threshold	£16,105	£50,000 -£60,000
Age	16 years old	16 years old
Full time education	20 years old	20 years old
Key dates	31-Aug	31-Aug

15 & 30 FREE HOURS CHILDCARE

Description

Age

Entitlement

Minimum working hours

Income threshold

Both parents working

15 Hours

3 or 4 Year olds

38 Weeks

16 hours

Less than £100k

NO

30 Hours

3 or 4 Year olds

38 Weeks

16 hours

Less than £100k

YES

Notes:

Families with a low income may also get free classes for two-year-olds.

TAX FREE CHILDCARE

- Government will pay £2 for every £8 paid for childcare cost.
- In total you'll be able to use the scheme to pay for up to £10,000 of childcare per child each year (meaning you'd pay £8,000) – so you could get an extra £2,000 per child (up to £4,000 if your child is disabled) each year.
- You (and your partner, if you have one) will need to be in work to qualify and earning less than £100,000.
- Tax-Free childcare stops at the age of 11.
- Childcare provider must also be signed up to the scheme (majority are registered).
- You cannot obtain Tax-Free Childcare if you are claiming child/universal credits or childcare vouchers.
- Apply online.

ISA

Junior ISA

- Tax-free savings account for under-18's.
- Can save up to £4,260 in the tax year.
- Tax free until the child turns 18 where it is converted into an adult ISA.

Help-to-Buy ISA

- Government will boost your savings by 25% of what you save.
- £1,200 initial saving
- Saving of £200 every month limit.
- £200 saving, receive a top-up of £50 per month.
- Can receive a bonus of £3,000
- Scheme stops on 30 November 2019.

Lifetime ISA - LISA

- Saving of up to £4,000 per year – government will boost by 25%.
- match withdrawal for any purchase of property
- Withdraw funds if:
 - Buying first home
 - 60 or over
 - Terminally ill
 - Otherwise bear a 25% charge.

LIMITED COMPANY PLANNING - EDUCATION TRUST

Opportunity

- Through specialist tax planning, £13,500 per annum for each child can be paid for private school fees.
- Planning will not have an impact on the cash savings made, nor affect net personal savings.

What does it cover

- School/university fees plus;
- Uniforms
- Sports equipment
- Excursions
- Musical instruments
- Tuition
- Extracurricular activities
- Boarding costs
- Rent
- Study materials
- Living expenses

How does it work

- Grandparents with a grandchild attending or due to attend private school or university should be a shareholder in a company, be it the grandchild's parents company.
- Due to certain tax legislation it may not be possible to use this planning in certain circumstances. However, we have developed tax solutions which may overcome such problems.

Summary

IN SUMMARY

GP Partner

Salaried
GPs

Locum

Entitlements	GP Partner	Salaried GP	Locum GP
Statutory Pay	N	Y	N
Statutory Allowance	N	N	Y
NHS Parental Leave Pay	N	Y	N
NHS Reimbursement for Locum Cover	Y	N	N

IN SUMMARY

- Ensure tax returns have been prepared and submitted
- Ensure Class 2 NIC paid to be eligible for SMA
- Obtain/complete necessary MATB1 forms
- Leave can start 11 weeks prior to expected birth of child
- Determine your return to work date
- Partner in a practice? Determine who will cover your shifts (locum or partner's to cover)
- Notify your accountant – reduce payment on account – cash flow
- Follow our useful tips

AMS FOUNDATION

- A clear focus on Corporate Social Responsibility (CSR).
- We work around the world to provide education to give the disadvantaged a start in life.
- Regular networking events with high profile speakers, such as Andy Burnham, Chuka Umunna and Nick Clegg.



AMS FOUNDATION & CSR



Q&A

Tailored accounting financial and tax solutions designed for healthcare and dental professionals.

Good accountants help your business.
Great ones **transform** it.

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