



Department
for Work &
Pensions

Baroness Sherlock OBE
Minister of State in the Department
for Work and Pensions

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Debbie Abrahams MP
Chair of the Work and Pensions Committee
House of Commons
London
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via email

1 July 2025

Dear Debbie,

I am writing to inform you that the Department for Business and Trade and the Department for Work and Pensions have today jointly launched a review of the parental leave and pay system. This delivers on our commitment in the Plan to Make Work Pay.

The review will form part of delivering the Plan for Change, linking to two of the Government Missions – to kickstart economic growth and break down barriers to opportunity. It will also support our ongoing work to raise living standards, give children the best start in life, and alleviate child poverty.

Today, the Government has also published the Employment Rights Bill ('the Bill') Implementation Roadmap, which will provide clarity for employers and workers on how and when Government will engage and consult on the detailed implementation of Bill measures once it becomes law, and when measures will take effect.

Parental Leave Review

The Parental Leave Review will examine how the current system can be improved to meet the needs of modern families, while supporting economic growth.

This will be a comprehensive review with a broad scope including all current and upcoming parental leave and pay entitlements. It will include consideration of wider and cross-cutting issues and themes, for example whether support available meets the needs of other working families who do not qualify for existing leave and pay entitlements.

The aims of the review are summarised here:

- Articulate objectives for the parental leave and pay system
- Expand our existing evidence base and understanding of the current system
- Consider the options and principles for a system of parental leave and pay that better supports our objectives
- Develop a roadmap for how we could move to a system that better supports our objectives.

We will draw on the experience and evidence available across a wide range of stakeholders, both from groups representing parents and families, including trade unions, and with employers or employer representatives. Today we also launch a call for evidence, open for eight weeks, to start this work.

We expect the review to run for a period of 18 months. Further detail on the Review is set out in the terms of reference published at:

<https://www.gov.uk/government/collections/parental-leave-and-pay-review>

Yours ever,

A handwritten signature in black ink, appearing to read 'MSO', with a large, stylized loop at the end.

Baroness Sherlock OBE

Minister of State in the Department for Work and Pensions