



Department for
Business, Energy
& Industrial Strategy

Andrew Griffiths MP

Department for Business, Energy & Industrial
Strategy
1 Victoria Street
London
SW1H 0ET

Michael Tomlinson MP
House of Commons
London
SW1A 0AA

T +44 (0) 20 7215 5000
E enquiries@beis.gov.uk
W www.gov.uk

24 May 2018

Dear Michael

My colleague Richard Harrington agreed he would write, but I am writing as I have policy responsibility for the Parental Bereavement (Leave and Pay) Bill.

Firstly, I would like to thank you for your contributions at Report and Third Reading held on 11 May 2018 for Kevin Hollinrake's Private Member's Bill *Parental Bereavement (Leave and Pay) Bill*.

The amendments you tabled along with the Hon. Member for Torbay opened up discussion on a number of key elements of the Bill, such as the definition of 'bereaved parent' and the age of the child to be covered by this provision. It is discussions such as these, where fellow Members share their own, or perhaps their constituents powerful and emotional experiences with the House that enable us to ensure this provision works for those who need it the most.

During Report, the idea of extension of the provision to parents of children of all ages was thoroughly debated. As my colleague said during that debate, age, and if and where to draw a line in respect of that for the purposes of this Bill, was always going to be a difficult decision.

During the discussion on this amendment, a number of Hon. Members referenced my Hon. Friend, the Member for Thirsk and Malton's statement from the Committee stages of this Bill, that increasing the provision to parents of children of all ages, would "increase the cost to the taxpayer five or six-fold based on raw calculations".

As the Hon. Member for Thirsk and Malton stated at Committee, those figures were based on "raw calculations."

Today, exact costings on extending this provision to employed parents of children of any age have been published on the Parliament website.

Currently, the Bill would cover 12,900 parents per year. The cost to the exchequer is estimated to be £3.2 million per year with a one-off cost of around £2.1 million. The annual cost to business is £2.6 million with a one-off cost of around £4.8 million.

By extending this provision to parents of children of all ages, we envisage that the provision would cover an extra 12,000 parents per year. The annual additional cost to the exchequer of

removing any upper age limit is £3.0 million annually. The increased cost to business is £2.4 million annually.

The Bill aims to set a statutory minimum which ensures a consistent level of leave and pay for all employees. However, I would encourage all employers to go beyond this statutory minimum and offer their employees a far more comprehensive package of support during bereavement where possible.

I hope the answer in this letter brings clarification to the matters you raised at Report and Third Reading.

I will place a copy of this letter in the Libraries of the House.

Yours sincerely

A handwritten signature in blue ink, reading "Andrew Griffiths". The signature is written in a cursive, flowing style.

ANDREW GRIFFITHS MP
Minister for Small Business, Consumers & Corporate Responsibility