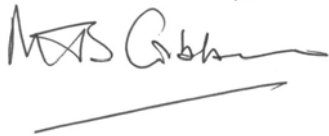
 Regulatory Policy Committee	Validation of the Net Direct Impact on Business	
Title of the 'Validation' IA	Shared Parental Leave	
Lead Department/Agency	Department for Business, Innovation and Skills	
Expected date of implementation	April 2015	
Origin	Domestic	
Date IA submitted to RPC	14/2/2013	
Date of RPC Validation	20/2/2013	
Date of RTA Confirmation	N/A	
Validation reference	RPC10-BIS-0693(4)	
<i>Departmental Assessment</i>		
Overall Direction of Impacts	IN	
Estimate of the Equivalent Annual Net Cost to Business claimed by the Department	£20.1m	
<i>RPC Validation</i>		
Direction of Impact	IN	
Estimate of the Equivalent Annual Net Cost to Business Validated by RPC	£20.1m	
RPC Comments		
<p>The RPC originally validated a figure of £19.4 million (EANCB) for the impact on business of flexible parental leave. Since the original assessment, a revised impact assessment has been submitted taking account of an additional proposal to allow qualifying employees time off work in order to attend introduction appointments for adopting parents.</p>		
<p>The Department has also provided additional information which more clearly explains how the additional cost to business has been estimated. This information should be reflected in the IA prior to publication.</p>		
<p>The additional proposal increases costs to business to cover staff absences and related administration costs by £7.8m (PV), increasing the EANCB by £0.7m to £20.1m. This is consistent with current OIOO Methodology and, based on the evidence provided, is a reasonable assessment of the likely impacts.</p>		
Signed 	Michael Gibbons, Chairman	