

RecOps
Consulting

RecOps Consulting Presents:



MATERNITY & PATERNITY BENCHMARKING FOR RECRUITMENT

www.recruitmentopsmentoring.com

Recruitment
Ops Mentoring

Parental Leave in 2025


Recruitment
Ops Mentoring

Moving in the right direction... sort of.

The Recruitment Sector still lags massively behind the UK averages for enhanced Maternity & Paternity pay (with 72% and 64% offer enhanced packages respectively).

However, we are pleased to report a 30% increase in the number of recruitment firms offering enhanced packages between 2022 and 2025.





Maternity
leave



Maternity Benchmarking Overview

Enhanced Package Offered?

Yes - 42%

No - 58%

Businesses that do offer an enhanced package:

Size of Business

<10 heads - 12.5%

10-50 - 69%

50+ - 59%

Recruitment Model

Contingency - 38%

Temp - 50%

Retained - 46%

Most Common Enhanced Maternity Package Offered

6 Months 100%

Best Package Offered

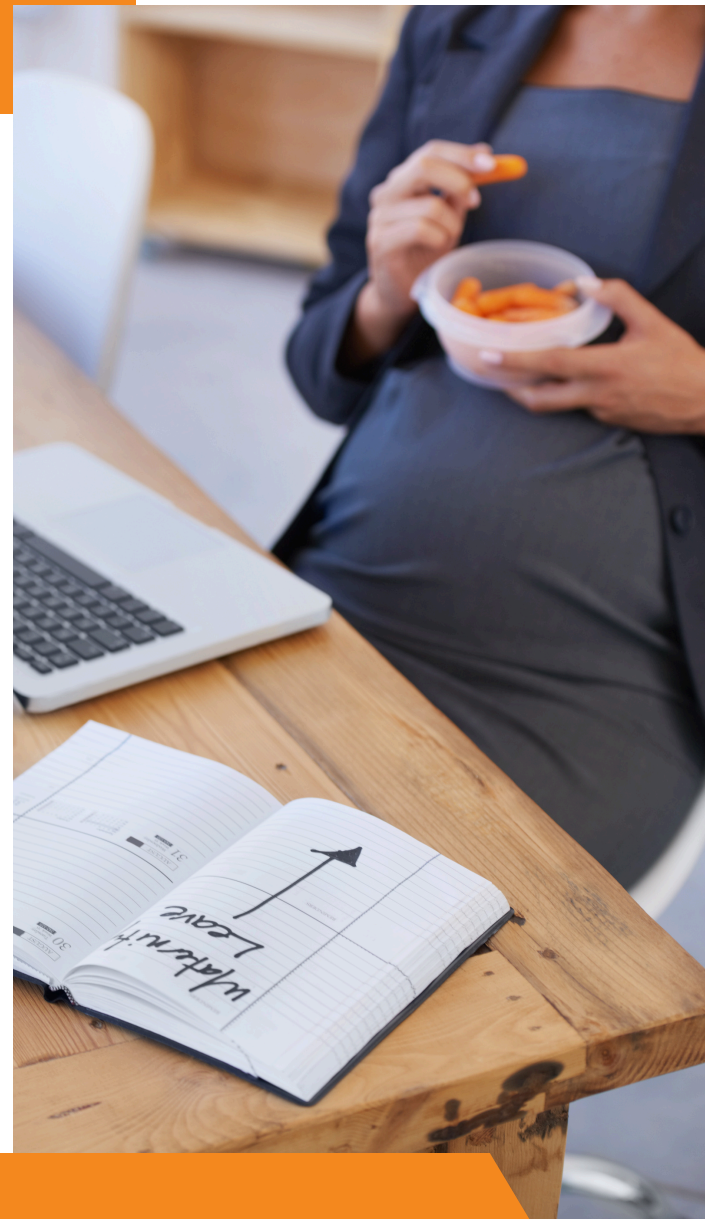
9 Months 100%

Other Package Structures

3 Months 100% + 3 Months 50%

3 Months 100% + 6 Months 50%

Maternity Benchmarking Overview



Paternity Benchmarking Overview

Enhanced Package Offered?

Yes - 29%

No - 71%

Businesses that do offer an enhanced package:

Size of Business

<10 heads - 12.5%

10-50 - 32%

50+ - 29%

Recruitment Model

Contingency - 27%

Temp - 17%

Retained - 46%

Most Common Enhanced Paternity Package Offered

4 Weeks 100%

Best Package Offered

16 Weeks 100%

Other Package Structures

3 Weeks 100%

4 Weeks 90%

Paternity Benchmarking Overview



Parental Leave in 2025

Summary

Recruitment
Ops Mentoring

Despite a 30% increase in the number of businesses offering enhanced parental leave packages in 2025, the sector still lags behind the UK averages.

<10 headcount businesses are the least likely to offer enhanced packages, but interestingly 10-50 are the most likely.

We often see the SME businesses leading the way when it comes to benefits and employee engagement and this will allow them to retain and attract key talent to their businesses!

