

Adoption Leave and Pay Entitlements

		Leave	(1) Employee intends to return to work	(2) Employee does not intend to return to work	(3) Employee is unsure about returning to work	(4) Employee's contract expires after the qualifying week
Continuous Service by week notified of being matched with a child for adoption	(A) Less than 26 weeks Continuous Service by week notified of being matched with a child for adoption	Up to 52 wks	No Pay from the Trust (May be eligible for Maternity Allowance from Department of Works and Pensions)	No Pay from the Trust (May be eligible for Maternity Allowance from Department of Works and Pensions)	No Pay from the Trust (May be eligible for Maternity Allowance from Department of Works and Pensions)	No pay from the Trust (May be eligible for Maternity Allowance from Department of Works and Pensions)
	(B) 26 weeks but less than one year's Continuous Service by week notified of being matched with a child for adoption	Up to 52 wks	39 weeks Statutory Adoption Pay (SAP) (if average earnings are above minimum NI contribution rate) 13 weeks unpaid leave	39 weeks Statutory Adoption Pay (SAP) (if average earnings are above minimum NI contribution rate) 13 weeks unpaid leave	39 weeks Statutory Adoption Pay (SAP) (if average earnings are above minimum NI contribution rate) 13 weeks unpaid leave	39 weeks Statutory Adoption Pay (SAP) (if average earnings are above minimum NI contribution rate) 13 weeks unpaid leave
	(C) At least one year	Up to 52 wks	8 weeks full pay (inclusive of SAP)	39 weeks Statutory Adoption Pay (SAP)	39 weeks Statutory Adoption Pay (SAP)	8 weeks full pay (inclusive of SAP)

	Leave	(1) Employee intends to return to work	(2) Employee does not intend to return to work	(3) Employee is unsure about returning to work	(4) Employee's contract expires after the qualifying week
Continuous Service by week notified of being matched with a child for adoption		<i>plus</i> 18 weeks half pay plus any SAP receivable up to a maximum of full pay <i>Plus</i> 13 weeks SAP 13 weeks unpaid	(if average earnings are above minimum NI contribution rate) 13 weeks unpaid	(if average earnings are above minimum NI contribution rate) If you do return to work for 3 months a payment will be made comprising of the difference between pay schemes C1 & C3 13 weeks unpaid	18 weeks half pay plus any SAP or Adoption Allowance (including dependents' allowances) receivable up to a maximum of full pay 13 weeks SAP or Adoption Allowance 13 weeks unpaid leave

Statutory Adoption Pay (SAP) is 90% of average weekly earnings for the first six weeks and the lesser of Standard Rate SMP or 90% of average weekly earnings for the remaining 33 weeks

Average weekly earnings are calculated based on earnings at the 15th week before the EWC