

BECOMING & BEING A PARENT – LEAVE AND PAY READY RECKONER				
WHAT IS THE DURATION OF YOUR NHS SERVICE?	ARE YOU PREGNANT?	ARE YOU PLANNING TO ADOPT?	ARE YOU THE FATHER OF AN EXPECTED BABY or the HUSBAND/CIVIL PARTNER/PARTNER OF A PREGNANT WOMAN?	DO YOU HAVE A CHILD UNDER THE AGE OF 18?
	MATERNITY LEAVE Section	ADOPTION LEAVE Section	PATERNITY/MATERNITY SUPPORT LEAVE Section	PARENTAL LEAVE Section
*ENTITLEMENT CALCULATION DATE	The beginning of the 11 th week before the expected week of childbirth	The day the adoption agency tells the adopter that they have been matched	At the beginning of the week in which the baby is due	Date of leave requested
LESS THAN 6 MONTHS (at calculation date*)	39 weeks' unpaid leave May seek entitlement to Maternity Allowance from Jobcentre plus	39 weeks' unpaid leave May seek entitlement to Adoption Allowance jobcentre plus	NO ENTITLEMENT	NO ENTITLEMENT
LESS THAN 12 MONTHS (at calculation date*)	39 weeks' leave + Statutory Maternity Pay	39 weeks' leave + Statutory Adoption Pay	No leave entitlement Statutory Paternity Pay may be available	NO ENTITLEMENT
MORE THAN 12 MONTHS (at calculation date*)	39 week' paid leave + Occupational Maternity Pay + Further 13 week' unpaid	39 week' paid leave + Occupational Adoption Pay + Further 13 week' unpaid	2 weeks' paid leave Occupational Maternity Support Pay	18 weeks' UNPAID leave during the child's first 18 years