

Table of Maternity/Adoption Benefits			
Employees with over 12 months NHS continuous service who are returning to NHS service	Employees with over 12 months NHS continuous service who are not returning to NHS service	Employees with between 6 and 12 months' service	Employees with less than 6 months' service
8 weeks' full pay (less any Statutory Maternity Pay or maternity allowance), then 18 weeks half pay plus flat rate SMP, then 13 weeks SMP flat rate only	SMP paid at the rate of: 6 weeks at 90% of earnings, followed by 33 weeks at the flat rate SMP	SMP paid at the rate of: 6 weeks at 90% of earnings, followed by 33 weeks at the flat rate SMP	May be entitled to claim a Maternity or Adoption Allowance from the Benefits Agency
All employees have the option to take a further 13 weeks' unpaid leave.			
Table of Maternity Support Benefits (Paternity)			
Employees with over 12 months' continuous service at the beginning of the week in which the baby is due	Employees with less than 12 months' continuous service		
Two weeks (pro rata) paid maternity support leave either as one block or two blocks of one week	No occupational maternity support pay, but may be entitled to Statutory Paternity Pay (SPP) subject to qualifying conditions		
Table of Additional Paternity Leave/Sharing Leave			
If the partner has not taken all their statutory maternity/adoption leave after baby is 20 weeks old. Up to a maximum of 19 weeks SMP.			