

Type of Leave	Qualifying Service	Entitlement
Maternity Option 1	Employed continuously for 1 year at the beginning of the 11th week before the expected week of birth	14 weeks full pay or 8 weeks full & 12 weeks half pay Entitled to Statutory Maternity Pay (SMP)
Maternity Option 2a)	One year's continuous Local Government service at start of 11th week before the expected week of birth <b>AND</b> 26 weeks continuous service with Haringey at the start of 15th week before the expected week of birth	6 weeks at 9/10ths of one weeks' pay plus 12 weeks at half pay Entitled to SMP
Maternity Option 2b)	One year's continuous Local Govt. service at start of 11th week before the expected week of birth <b>BUT</b> without 26 weeks continuous service with Haringey at the start of 15th week before the expected week of birth	6 weeks at 9/10ths of one weeks' pay, and 12 weeks half pay No entitlement to SMP
Maternity Option 3	Completed 26 weeks of continuous Haringey service by the end of the 15th week before the expected week of birth	6 weeks at 9/10ths of one weeks' pay plus 33 weeks SMP (Statutory Maternity Pay entitlement)
Maternity Option 4	Have less than 26 weeks continuous local government service by the end of the 15th week before the expected week of birth	No entitlement to SMP. Maybe eligible to claim Maternity allowance from DWP
Adoption Option 1	Employed continuously for 1 year at the beginning of the 11th week before the expected week of matching	14 weeks full pay or 8 weeks full & 12 weeks half pay Entitlement to Statutory Adoption Pay (SAP)
Adoption Option 2	Between 26 weeks - 1 year continuous Haringey service by the week of matching with the child	6 weeks at 9/10ths of one weeks' pay plus 33 weeks SAP (Statutory Adoption Pay)
Adoption Option 3	Less than 26 weeks Haringey Service ending with the week the individual is matched with a child	No entitlement to SAP. Entitlement to unpaid adoption leave
Nominated Carers Leave Option 1	26 weeks continuous service before the 15th week before either the expected week of birth, or week of matching	Two weeks full pay
Nominated Carers Leave Option 2	Less than 26 weeks continuous service before the 15th week before either the expected week of birth, or week of matching	5 days paid leave (Maternity Support Leave) plus one week unpaid leave
Ordinary Parental Leave	Employed continuously by Haringey for 1 year.	Up to 18 weeks unpaid leave per child. Leave may be taken in blocks of one week up to a maximum of 4 weeks in one year. If child is disabled leave can be taken in days.

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Shared Parental Leave Option 1	<p>If both parents want to share the Statutory Parental Leave (SPL) and Statutory Shared Parental Pay (ShPP):</p> <ul style="list-style-type: none"> <li>* Employed continuously by same employer for at least 26 weeks by the end of the 15th week before the expected week of birth</li> </ul> <p>If the birth parent's partner wants to take the SPL and ShPP:</p> <ul style="list-style-type: none"> <li>* The birth parent must have been working for at least 26 weeks of the 66 weeks before the expected week of birth (the 26 weeks do not need to be continuous) and</li> <li>* The nominated carer must have been employed continuously for at least 26 weeks by the end of the 15th week before the expected week of birth</li> </ul> <p>If the birth parent wants to take the SPL and ShPP:</p> <ul style="list-style-type: none"> <li>* The birth parent's partner must have been working for at for at least 26 weeks of the 66 weeks before the expected week of birth (the 26 weeks do not need to be continuous) and</li> <li>* The birth parent must have been employed continuously for at least 26 weeks by the end of the 15th week before the expected week of birth</li> </ul> <p>NB: For adoption the service requirement is by the end of the week your child was placed with your family.</p>	<p>If you're eligible and you or your partner end maternity or adoption leave and pay (or Maternity Allowance) early, then you can:</p> <ul style="list-style-type: none"> <li>• take the rest of the 52 weeks of maternity or adoption leave as Shared Parental Leave (SPL)</li> <li>• take the rest of the 39 weeks of maternity or adoption pay (or Maternity Allowance) as Statutory Shared Parental Pay (ShPP)</li> </ul>
Shared Parental Leave Option 2	Less than 26 weeks continuous service by the end of the 15th week before the expected week of birth	No entitlement to Shared Parental Leave or Pay
Premature Baby Leave	No qualifying service	<p>For babies born at or before 37 weeks, both birth mothers and partners entitled to one additional week on full pay (as Special Leave) for every week their premature baby spends in hospital before the expected due date or until hospital discharge whichever is earliest.</p> <p>Leave claimed is added to end of normal maternity leave period or to the end of the nominated carers leave</p>
Parental Bereavement Leave	No qualifying service	Two weeks full pay (inclusive of statutory parental bereavement pay)

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IVF treatment	No qualifying service	Prospective pregnant employees and nominated carers can claim up to 3 days paid leave per rolling calendar year which may be taken in half days. Any additional leave may either be taken as annual leave, unpaid leave or with the agreement of the line manager, the time taken may be made up at a later date
Miscarriage - before 24 weeks of pregnancy		Each case will be specific to the parent concerned and will be considered as such. If sick leave is taken following the miscarriage it would be pregnancy related so would not impact on sickness monitoring triggers. Special leave can be granted by manager.

\* Where statutory pay is paid it is included in full pay. It is paid in addition to half pay.