

	Adoption/Surrogacy Pay
<p>Employees with less than 26 weeks service leading into the week in which they are notified of being matched with a child for adoption. Or in the case of surrogacy with less than 26 weeks service by the end of the 15th week before the expected date of childbirth.</p>	<ul style="list-style-type: none"> • No entitlement to SAP but may be eligible for Adoption Allowance from the Department of Work and Pensions.
<p>Employees with more than 26 weeks but less than one year service as per the criteria above</p>	<ul style="list-style-type: none"> • Where an individual has 26 weeks continuous employment at the time of matching/by the end of the 15th week before the expected date of childbirth, and his/her earnings are higher than the lower earnings limit for N.I. contributions s/he will be entitled to receive: <ul style="list-style-type: none"> ➤ 6 weeks at 90% average weekly pay; ➤ 33 weeks flat rate Statutory Adoption Pay (SAP) • Where earnings are less than the lower earnings limit for NI contributions, s/he will be entitled to receive the above payments but benefits from the Department of Work and Pensions will be deducted.
<p>Employees with more than one year service</p>	<ul style="list-style-type: none"> • Where an individual has more than 1 year continuous service at the time of matching/by the end of 15th week before the expected date of childbirth, and his/her earnings are higher than the lower earnings limit for NI contributions, she/he will be entitled to receive: <ul style="list-style-type: none"> ➤ 6 weeks at 90% earnings. ➤ 12 weeks half pay and flat rate Statutory Adoption Pay (SAP) • Pay (SAP) for weeks 7-18 of the Adoption Leave period, providing it does not exceed normal full pay. <ul style="list-style-type: none"> ➤ 21 weeks at flat rate SAP ➤ If not returning to work for a minimum of 3 months then any monies received in excess of SAP during weeks 7-18 will be recoverable. • Where earnings are less than the lower earnings limit for NI Contributions, he/she will be entitled to receive the above payments but benefits from the Department of Work and Pensions will be deducted.