

	Less than 26 weeks service with Bargoed Town Council or Local Government	More than 26 weeks but less than 1 year with Bargoed Town Council	More than 26 weeks but less than 1 year with Local Government (not Bargoed Town Council)	More than 1 years service with Bargoed Town Council	More than 1 years service with Local Government but less than 26 weeks service with Bargoed Town Council
Leave Entitlement	No entitlement	26 weeks Ordinary Adoption Leave 26 weeks Additional Adoption Leave	26 weeks Ordinary Adoption Leave 26 weeks Additional Adoption Leave	26 weeks Ordinary Adoption Leave 26 weeks Additional Adoption Leave	26 weeks Ordinary Adoption Leave 26 weeks Additional Adoption Leave
Adoption Pay	No entitlement	Weeks 1-6 90% of average weekly earnings (SAP) Weeks 7-18 Statutory Adoption Pay Weeks 19-39 Statutory Adoption Pay Weeks 40-52 No payment	Weeks 1-6 90% of average weekly earnings Weeks 7-18 90% of average weekly earnings or Statutory Adoption Pay equivalent (whichever is lower) Weeks 19-39 90% of average weekly earnings or Statutory Adoption Pay equivalent (whichever is lower) Weeks 40-52 No payment	Weeks 1-6 90% of average weekly earnings (SAP) Weeks 7-18 Half pay plus Statutory Adoption Pay (SAP + OAP) Weeks 19-39 Statutory Adoption Pay Weeks 40-52 No payment	Weeks 1-6 90% of average weekly earnings Weeks 7-18 Half pay plus Statutory Adoption Pay equivalent Weeks 19-39 90% of average weekly earnings or Statutory Adoption Pay equivalent (whichever is lower) Weeks 40-52 No payment
<i>In order to qualify for Statutory Adoption Pay, an employee’s average earnings must be above the Lower Earnings Limit during the qualifying period. Employees who do not qualify for Statutory Adoption Pay, with sufficient local government service and average earnings will receive a payment equivalent to Statutory Adoption Pay. In order to qualify for half pay, an employee must have given confirmation in writing of their intention to return to work for a period of at least 12 weeks. Any employee who does not return for a period of at least 12 weeks will be required to repay the half pay element of their adoption pay.</i>					
	Less than 26 weeks service with Bargoed Town Council or Local Government	More than 26 weeks but less than 1 year with Bargoed Town Council	More than 26 weeks but less than 1 year with Local Government (not Bargoed Town Council)	More than 1 years service with Bargoed Town Council	More than 1 years service with Local Government but less than 26 weeks service with Bargoed Town Council

Notification Employee	No entitlement	<p>The employee must give notification to the employer within 7 days of being notified of being matched with a child or as soon as is reasonably practicable</p> <p>The employee must notify, in writing, the date the child is expected to be placed with them for adoption and the date that the employee wishes to commence their leave</p> <p>The employee may change their mind about the start date providing they give 28 days notice to the employer, if this is reasonably practicable</p> <p>The employee must show their employer the original of the 'Matching Certificate' as evidence of proof for Statutory Adoption Pay</p>	<p>The employee must give notification to the employer within 7 days of being notified of being matched with a child or as soon as is reasonably practicable</p> <p>The employee must notify, in writing, the date the child is expected to be placed with them for adoption and the date that the employee wishes to commence their leave</p> <p>The employee may change their mind about the start date providing they give 28 days notice to the employer, if this is reasonably practicable</p> <p>The employee must show their employer the original of the 'Matching Certificate' as evidence of proof for Statutory Adoption Pay</p>	<p>The employee must give notification to the employer within 7 days of being notified of being matched with a child or as soon as is reasonably practicable</p> <p>The employee must notify, in writing, the date the child is expected to be placed with them for adoption and the date that the employee wishes to commence their leave</p> <p>The employee may change their mind about the start date providing they give 28 days notice to the employer, if this is reasonably practicable</p> <p>The employee must show their employer the original of the 'Matching Certificate' as evidence of proof for Statutory Adoption Pay</p>	<p>The employee must give notification to the employer within 7 days of being notified of being matched with a child or as soon as is reasonably practicable</p> <p>The employee must notify, in writing, the date the child is expected to be placed with them for adoption and the date that the employee wishes to commence their leave</p> <p>The employee may change their mind about the start date providing they give 28 days notice to the employer, if this is reasonably practicable</p> <p>The employee must show their employer the original of the 'Matching Certificate' as evidence of proof for Statutory Adoption Pay</p>
Notification Employer	No entitlement	<p>The employer must notify the employee within 28 days of receiving the employee's notification of leave setting out their expected return date, if the full entitlement to adoption leave is taken, and their right to return</p>	<p>The employer must notify the employee within 28 days of receiving the employee's notification of leave setting out their expected return date, if the full entitlement to adoption leave is taken, and their right to return</p>	<p>The employer must notify the employee within 28 days of receiving the employee's notification of leave setting out their expected return date, if the full entitlement to adoption leave is taken, and their right to return</p>	<p>The employer must notify the employee within 28 days of receiving the employee's notification of leave setting out their expected return date, if the full entitlement to adoption leave is taken, and their right to return</p>