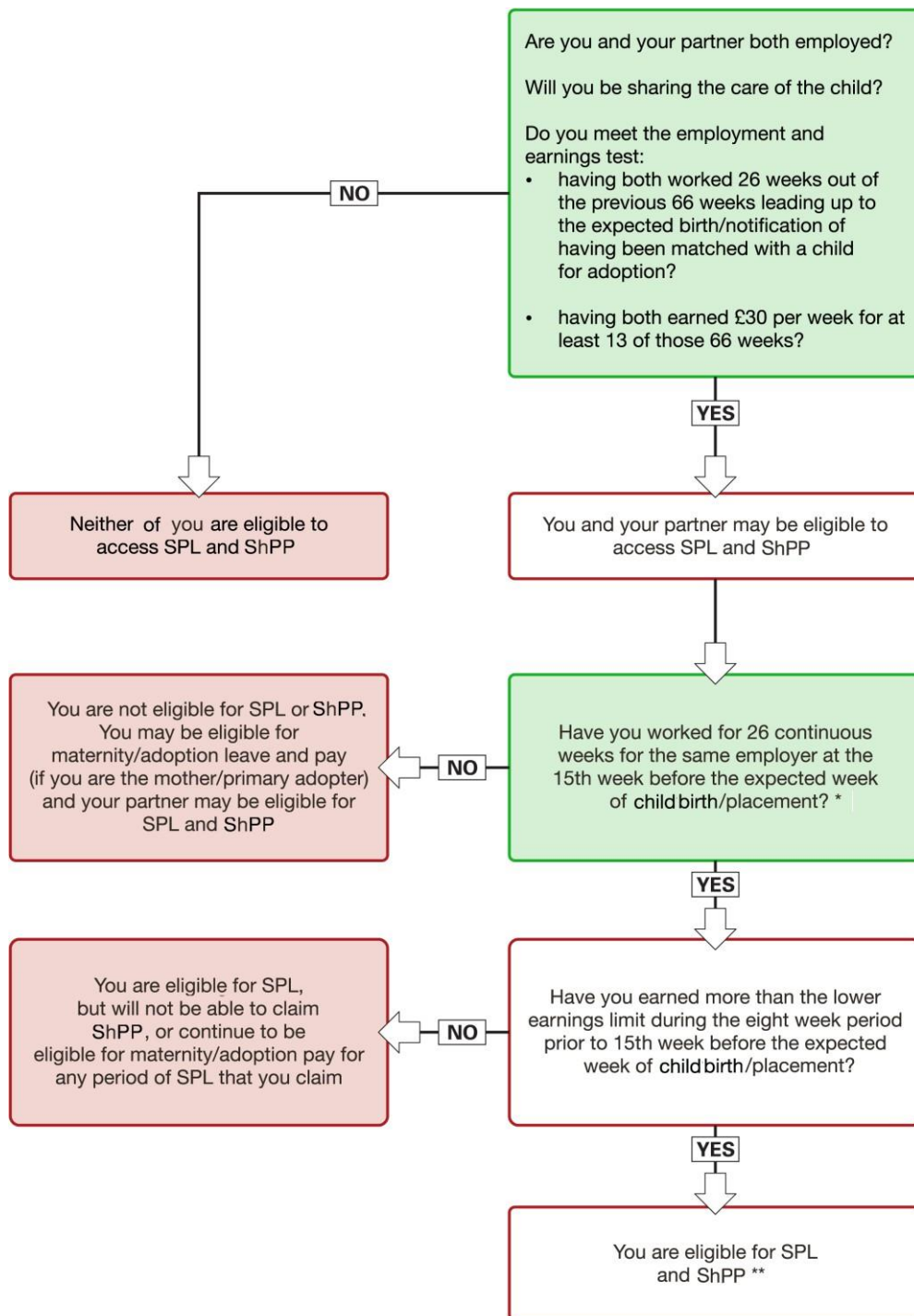


## Annex A - Flowchart to show overview of eligibility



\* Agency workers may also be eligible  
 \*\*You and your partner must continue to be entitled to SPL and ShPP immediately before every SPL period undertaken.

## Accessible version of eligibility flowchart

**Step 1** – Stage one of the eligibility criteria - Are you and your partner both employed? Will you be sharing the care of the child? Do you meet the employment and earnings test, having both worked 26 weeks out of the previous 66 weeks leading up to the expected birth/notification of having been matched with a child for adoption? Having both earned £30 per week for at least 13 of those 66 weeks?

**If no**, neither of you are eligible to access SPL and/or ShPP

**If yes**, you and your partner may be eligible to access SPL and/or ShPP. Go to **Step 2**

**Step 2** – Stage two of the eligibility criteria - Have you worked for 26 continuous weeks for the same employer at the 15th week before the expected week of confinement/placement (agency workers may also be eligible)?

**If no**, you are not eligible for SPL or ShPP. You may be eligible for maternity/adoption leave and pay (if you are the mother/primary adopter) and your partner may be eligible for SPL and ShPP.

**If yes**, Go to **Step 3**

**Step 3** - Have you earned more than the lower earnings limit, during the eight week period prior to 15th week before the expected week of confinement/placement?

**If no**, you are eligible for SPL, but will not be able to claim ShPP, or continue to be eligible for maternity/adoption pay for any period of SPL that you claim.

**If yes**, you are eligible for SPL and ShPP, you and your partner must continue to be entitled to SPL and ShPP immediately before every SPL period undertaken.