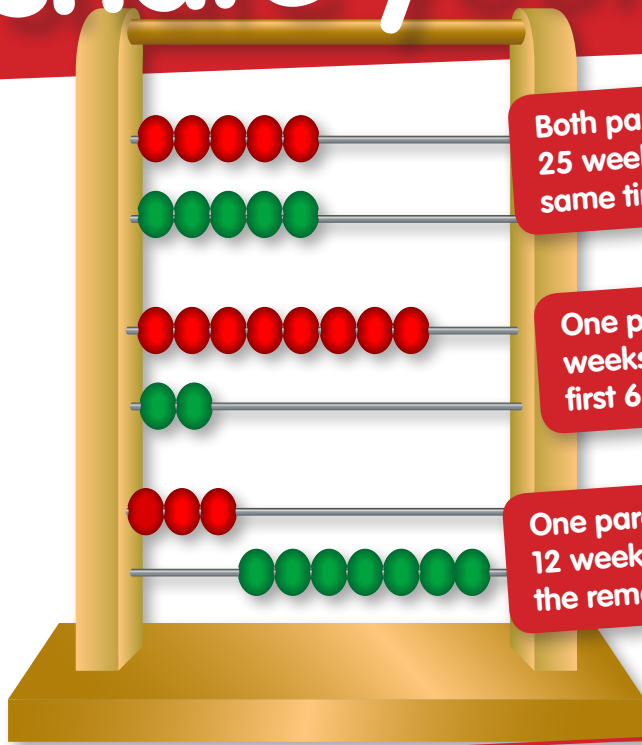


Parental leave - how will you share yours?



Both parents take
25 weeks at the
same time.

One parent takes 44
weeks, the other takes the
first 6 at the same time.

One parent takes the first
12 weeks, the other takes
the remaining 38 weeks

If your baby is due, or you are adopting a child, from **5 April 2015**, you may be able to share parental leave and pay with your partner in a flexible pattern that works for you and your employer, helping you spend time together as a family.

For further information visit www.nidirect.gov.uk/spl-and-pay
or www.nibusinessinfo.co.uk/sharedparentalleave



Department for
**Employment
and Learning**
www.delni.gov.uk

Parental leave - how will you share yours?

New shared parental rights for working couples

- Parents of a baby due on, or placed for adoption from, 5th April may be eligible to take advantage of new rights to shared parental leave and pay.
- The new rules offer mothers and adopters the option to end their maternity or adoption leave and pay early and share what remains with their partner.
- Parents who want to share should work out a plan and talk to their employers - the new rights are designed to be adaptable, even if plans change.
- Mothers and adopters will continue to have access to 52 weeks of maternity or adoption leave and 39 weeks of pay; sharing will be a choice for families to make, based on their individual needs.

Find out more on www.nidirect.gov.uk/spl-and-pay



Department for
**Employment
and Learning**
www.delni.gov.uk

