

Parental Leave FAQs

1. How much maternity or adoption leave am I entitled to?

All employees are entitled to take 52 weeks maternity leave. There is eligibility criteria that will determine what scheme you will be paid under, please refer to Clause 7 of the [Maternity and Adoption Leave Policy](#).

2. How much paternity leave am I entitled to?

All employees are entitled to 2 weeks of paternity leave. There is eligibility criteria that will determine what scheme you will be paid under, please refer to Clause 4 and 5 of the [Paternity Leave Policy](#) for this.

3. Does the CCG have a Shared Parental Leave policy?

Yes the CCG does have a [Shared Parental Leave Policy](#).

4. How does shared parental leave work?

Shared parental leave is to enable parents to care for their child/children within the first year of birth or adoption. The parent who gives birth must take the minimum compulsory 2 weeks leave following the birth of the child.

For further information on how shared parental leave is applied, please refer to the [Shared Parental Leave Policy](#).

5. Am I entitled to take time off for my antenatal and postnatal appointments?

Yes, pregnant employees are entitled to reasonable paid time off to attend all antenatal appointments and postnatal appointments.

6. Am I entitled to take time off for my adoption appointments?

Yes, primary adopters are entitled to take paid leave to attend up to five adoption appointments. Secondary adopters can take leave to attend two adoption appointments.

7. My fixed term contract ends before my maternity/adoption leave ends. How does this affect me?

There is eligibility criteria that will determine what provisions you receive. Please refer to Section 7 and 8 of the [Maternity and Adoption Leave Policy](#) for this.

8. Where can I find out more information on Maternity, Adoption, Paternity or Shared Parental Leave?

For more information on either Maternity or Adoption Leave, please refer to the [Maternity and Adoption Leave Policy](#).

For more information Paternity Leave, please refer to the [Paternity Leave Policy](#).

For further information on shared parental leave, please refer to the [Shared Parental Leave Policy](#).