Adoption Entitlement Flowchart

Will you have 12 months continuous service at Heriot-Watt University at the point you are notified of being matched with a child (or receive "official notification").

NO

Will you have 26 weeks continuous service at Heriot-Watt University at the point you are notified of being matched with a child (or receive "official notification").

YES

YES

NO

You are entitled to Occupational Adoption Pay & Statutory Adoption Pay (SAP).

You are entitled to 52 weeks Adoption Leave.

Paid as either:

Option 1
- 8 weeks full pay
-18 weeks half pay, plus SAP
-13 weeks SAP only
-13 weeks unpaid

OR

Option 2
-17 weeks full pay
-22 weeks SAP only
-13 weeks unpaid

You are entitled to Occupational Adoption Pay only

You are entitled to 52 weeks Adoption Leave.

Paid as either:

Option 1
- 8 weeks full pay
-18 weeks half pay only
-26 weeks unpaid

OR

Option 2
-17 weeks full pay
-35 weeks unpaid