

## STATUTORY PATERNITY PAY



SPP is payable in a one or two week block within 8 weeks of the birth of the baby.

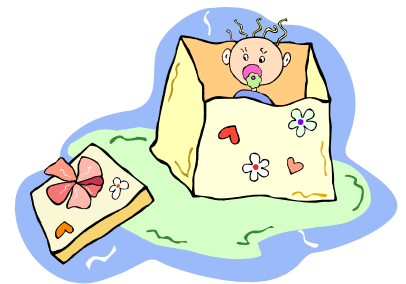
The current amount payable is £123.06 (or 90% of average earnings if that is lower) and can be reclaimed from HMRC.

Churches should be able to reclaim 104.5% as before.

## STATUTORY ADOPTION PAY

SAP is payable for 39 weeks at the same rate – currently £123.06 per week (or 90% of average earnings if that is lower).

Either partner can take the adoption leave while the other is entitled to take paternity leave – even if they are the female.



## NATIONAL MINIMUM WAGE



National minimum wage rates change each October and apply to almost all employees.

Age	Oct 08	Oct 09
16 – 17	£3.53	£3.57
18 – 21	£4.77	£4.83
22 +	£5.73	£5.80