

## Shared Parental Pay

Employees and workers can claim statutory Shared Parental Pay (ShPP) for any remaining weeks after the birth parent or primary adopter stops their:

- maternity pay
- adoption pay
- Maternity Allowance

For example, if a mother stops their maternity pay after 30 weeks, they or their partner could get ShPP for the remaining 9 weeks.

To do this, the employee or worker must tell their employer in writing.

### How much Shared Parental Pay is

Statutory Shared Parental Pay (ShPP) is either of the following, whichever is lower:

- £151.20 a week
- 90% of the employee's average weekly earnings

The rate is usually reviewed every year.

### Checking eligibility for Shared Parental Pay

To get Statutory Shared Parental Pay (ShPP), the parent must:

- pass the [continuity of employment test](#)
- earn at least £120 a week, for 8 weeks before the 15th week of the expected birth or adoption match date

The other parent must meet the [employment and earnings test](#).

Workers, for example agency or zero-hours workers, can be eligible for ShPP if they meet the above criteria. They're not usually entitled to SPL, but can take time off to care for the child.

### Enhanced Shared Parental Leave and Pay

Some employers might offer more than the statutory minimum for SPL.

For example, SPL with 26 weeks' full pay followed by 13 weeks' ShPP.

This should be in the employee's [written terms](#) or written in a workplace policy document.

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