

The two stages to assess eligibility are outlined below:

**The first stage – The Joint Test**

- Employees can only access the SPL system if their partner meets the economic activity test i.e. has worked 26 out of the previous 66 weeks and earned £30 per week for at least 13 of those 66 weeks (i.e. the maternity Allowance Test)

**The Second Stage – The Individual Test**

Assuming the individual is employed they must have:

1. Worked for 26 weeks' service at 15<sup>th</sup> weeks before the EWC (to qualify for leave)
2. To qualify for pay, have a minimum earnings of above the lower earnings limit in the 8 week run up to the 15<sup>th</sup> week before the Expected Week the baby is due (i.e. the SMP qualifying criteria)

