

ABSENCE TYPE	PRE-APRIL 2026	POST APRIL 2026
REDUCED PAY SICK LEAVE	APP	APP
UNPAID SICK LEAVE	APP	APP
ORDINARY MATERNITY/ADOPTION LEAVE	APP	APP
PAID ADDITIONAL MATERNITY/ADOPTION LEAVE, PAID SHARED PARENTAL LEAVE, PAID OR UNPAID PATERNITY LEAVE	APP	APP (INCLUDES BEREAVED PARTNER'S PATERNITY LEAVE OF UP TO 52 WEEKS FROM 06/04/2026)
UNPAID ADDITIONAL MATERNITY/ADOPTION LEAVE UNPAID SHARED PARENTAL LEAVE	APC LOST	MATERNITY LEAVE = APP ADOPTION LEAVE = APP SHARED PARENTAL LEAVE = APP
PAID NEO NATAL CARE LEAVE and PAID PARENTAL BEREAVEMENT LEAVE	APP	APP
UNPAID NEO NATAL CARE LEAVE and UNPAID PARENTAL BEREAVEMENT LEAVE (under 15 days)	APC LOST	Compulsory contributions
UNPAID NEO NATAL CARE LEAVE and UNPAID PARENTAL BEREAVEMENT LEAVE (over 14 days)	APC LOST	QAPA
AUTHORISED UNPAID LEAVE (under 15 days)	APC LOST	Compulsory contributions
AUTHORISED UNPAID LEAVE (over 14 days)	APC LOST	QAPA
UNAUTHORISED UNPAID LEAVE	No option to buy back	No option to buy back
STRIKE BREAK	APC LOST	APC LOST
PAID JURY SERVICE	BASED ON PAY	BASED ON PAY
UNPAID JURY SERVICE (under 15 days)	APC LOST	Compulsory contributions
UNPAID JURY SERVICE (over 14 days)	APC LOST	QAPA
RESERVED FORCES LEAVE	APP	APP