

## Maternity Table for Teachers

This table refers to employees with babies due on or after 1 April 2010 and who pay NI above the lower earnings level.

Length of Service	Ordinary Maternity Leave	Additional Maternity Leave	Total Maternity Pay Entitlement	Notes
Less than 26 weeks service at the 15 <sup>th</sup> Week before EWC	26 weeks leave including up to 11 weeks before EWC.	A further 26 weeks after Ordinary Maternity Leave	You may be entitled to a maternity allowance for 39 weeks providing you meet the employment and earnings rule.	Minimum Statutory Entitlement  Maternity Allowance is a benefit which must be claimed by you from your local Job centre Plus/Social Security Office
More than 26 weeks continuous service at the 15 <sup>th</sup> week before EWC but less than a year at the 11 <sup>th</sup> week before EWC	26 Weeks leave including up to 11 weeks before EWC.	A further 26 weeks after Ordinary Maternity Leave	<ul style="list-style-type: none"> <li>➤ 6 weeks at 90% (this includes SMP)</li> <li>➤ 33 weeks SMP (this includes SMP)</li> </ul> NB: 39 weeks in total	Maximum Statutory Entitlement.
More than one year at the 11 <sup>th</sup> week before EWC	26 Weeks leave including up to 11 weeks before EWC.	A further 26 weeks after Ordinary Maternity Leave	<ul style="list-style-type: none"> <li>➤ 4 weeks at full pay (this includes SMP)</li> <li>➤ 2 weeks at 90% (this includes SMP)</li> <li>➤ <b>12 weeks half normal weeks pay*</b>, plus 12 weeks SMP</li> <li>➤ 21 weeks SMP only</li> </ul> NB: 39 weeks in total <b>*This cannot exceed normal full pay.</b>	Please note: if you do not return from maternity leave for 13 weeks the 12 weeks half pay (Occupational Maternity Pay which is highlighted in bold) will have to be paid back.

Please note: This information should be read in conjunction with the Burgundy Book.  
If there are any queries please contact the Trust's HR Manager

EWC= Expected week of Confinement (birth).  
SMP = Statutory Maternity Pay