

Maternity Table for Support Staff

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 th 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 th week before EWC but less than a year at the 11 th 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"> ➤ 6 weeks at 90% of your weekly earnings ➤ 33 weeks SMP ➤ No OMP 	Maximum Statutory Entitlement.
More than one year at the 11 th 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"> ➤ 6 weeks at 90% PLUS ➤ 33 weeks SMP <p>(Total of 39 weeks)</p> <p>PLUS Occupational Maternity Pay – to the value of 6 weeks normal weekly earnings, paid within the 39 week period</p> <p>This can be spread over 12, 20 or 33 weeks **</p> <p>**This cannot exceed normal full pay.</p>	Please note: if you do not return from maternity leave for 13 weeks, the 6 weeks 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 Green Book.
If there are any queries please contact the Trust HR Manager.

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