

Maternity Leave and Pay Entitlements

		Leave	(1) Employee intends to return to work	(2) Employee does not intend to return to work	(3) Employee is unsure about returning to work	(4) Employee's contract expires after the qualifying week
Continuous NHS Service at qualifying week	(A) Less than 26 weeks at 15th week before expected week of childbirth (EWC)	Up to 52 weeks	No pay from the Trust (May be eligible for Maternity Allowance from Job Centre Plus or Social Security Office)	No pay from the Trust (May be eligible for Maternity Allowance from Job Centre Plus or Social Security Office)	No pay from the Trust (May be eligible for Maternity Allowance from Job Centre Plus or Social Security Office)	No pay from the Trust (May be eligible for Maternity Allowance from Job Centre Plus or Social Security Office)
	(B) 26 weeks at 15th week before EWC	Up to 52 weeks	39 weeks Statutory Maternity Pay (SMP) (if average weekly earnings are at least equal to the lower earnings limit for NI contribution rate) 13 weeks unpaid leave	39 weeks Statutory Maternity Pay (SMP) (if average weekly earnings are at least equal to the lower earnings limit for NI contribution rate) 13 weeks unpaid leave	39 weeks Statutory Maternity Pay (SMP) (if average weekly earnings are at least equal to the lower earnings limit for NI contribution rate) 13 weeks unpaid leave	39 weeks Statutory Maternity Pay (SMP) (if average weekly earnings are at least equal to the lower earnings limit for NI contribution rate) (see section 3 of guidance) 13 weeks unpaid leave

	Leave	(1) Employee intends to return to work	(2) Employee does not intend to return to work	(3) Employee is unsure about returning to work	(4) Employee's contract expires after the qualifying week
(C) At least 12 months at 11 th week before EWC	Up to 52 weeks	<p>8 weeks full pay (inclusive of SMP) or maternity allowance (includes dependents allowance receivable)</p> <p>18 weeks half pay plus any SMP or Maternity Allowance (including dependents' allowances) receivable up to a maximum of full pay</p> <p>13 weeks SMP or Maternity Allowance</p> <p>13 weeks unpaid leave</p>	<p>39 weeks Statutory Maternity Pay (SMP)</p> <p>(if average weekly earnings are at least equal to the lower earnings limit for NI contribution rate)</p> <p>13 weeks unpaid leave</p>	<p>39 weeks Statutory Maternity Pay (SMP)</p> <p>(if average weekly earnings are at least equal to the lower earnings limit for NI contribution rate)</p> <p>If you do return to work for at least 3 months a payment will be made comprising of the difference between pay schemes C1 and C3</p> <p>13 weeks unpaid leave</p>	<p>8 weeks full pay (inclusive of SMP)</p> <p>18 weeks half pay plus any SMP or Maternity Allowance (including dependents' allowances) receivable up to a maximum of full pay</p> <p>13 weeks SMP or Maternity Allowance</p> <p>(see section 3 of guidance)</p> <p>13 weeks unpaid leave</p>

Statutory Maternity Pay (SMP) is 90% of average weekly earnings for the first six weeks and the lesser of Standard Rate SMP or 90% of average weekly earnings for the remaining 33 weeks

Average weekly earnings are calculated based on earnings at the 15th week before the EWC