

**YOUR ENTITLEMENT TO MATERNITY LEAVE AND PAY (TEACHING STAFF)**

Length of Service	Pay	Leave
A) Less than 26 weeks Having service at the 15 <sup>th</sup> week prior to the expected week of childbirth	<ul style="list-style-type: none"> <li>• Nil Pay</li> </ul>	26 weeks unpaid maternity leave
B) More than 26 weeks Having service at the 15 <sup>th</sup> week prior to the expected week of childbirth but less than one years continuous local government service at the 11 <sup>th</sup> week prior to the expected week of childbirth  Regardless of intention to return to work	<ul style="list-style-type: none"> <li>• 6 weeks at 90% of average earnings off-set against payments made by way of SMP/MA</li> <li>• 20 weeks at lower rate SMP</li> </ul>	26 weeks Ordinary Statutory Maternity Leave plus up to 26 weeks additional unpaid maternity leave including the week of the birth of the baby.  Unpaid leave begins when paid leave ends.
C) At least one years continuous local government service at the 11 <sup>th</sup> week prior to the expected week of childbirth  Intending to return to work	<ul style="list-style-type: none"> <li>• 4 weeks at full pay off set against payments made by way of SMP/MA (provided not less than 90% of an average weeks pay)</li> <li>• 2 weeks at 90% of average pay off set against payments made by way of SMP/MA</li> <li>• 12 weeks at half pay plus lower rate SMP/MA (limited to full pay)</li> <li>• 8 weeks lower rate SMP</li> </ul>	26 weeks Ordinary Statutory Maternity Leave and up to 26 weeks Additional unpaid maternity leave including the week of the birth of the baby  Unpaid leave begins when paid leave ends
D) More than one years continuous local government service at the 11 <sup>th</sup> week prior to the expected week of childbirth  Undecided on intention to return to work	<ul style="list-style-type: none"> <li>• 6 weeks at 90% of average pay off set against payments made by way of SMP/MA</li> <li>• 20 weeks at lower rate SMP</li> </ul>	26 weeks Ordinary Statutory Maternity Leave and up to 26 weeks Additional unpaid maternity leave including the week of birth of the baby
E) Resignation on account of pregnancy  If service equates to that outlined in B above	<ul style="list-style-type: none"> <li>• 6 weeks at 90% of average earnings off-set against payments made by way of SMP/MA</li> <li>• 20 weeks at lower rate SMP</li> </ul>	

- Notes**
- Statutory scheme =A,B, D & E. Occupational scheme =C
  - Payments for statutory maternity pay are dependent on earnings being sufficient to pay National Insurance contributions
  - The combination of occupational and statutory maternity pay must not exceed full pay
  - Employees have the right to return to their job on terms no less favourable than their current post
  - Maternity leave shall commence no earlier than 11 weeks before the EWC
  - Maximum period of maternity leave is up to 52 weeks in total – (including the week of childbirth)