**We would like to receive data relating to maternity leave pay made by your fire and rescue service, the below questions cover the 52 week period (Ordinary Maternity Leave and Additional Maternity Leave):**

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| **Q1. What pay does a firefighter receive for first 6 weeks (inclusive) of maternity leave?** | **Q2. What pay does a firefighter receive for the next 12 weeks (inclusive) of maternity leave?** | **Q3.What pay does a firefighter receive during for the next 21 weeks (inclusive) of maternity leave?** | **Q4. What pay does a firefighter receive during for the remaining 13 weeks (inclusive) of maternity leave?** |
| Less than 26 weeks service at Qualification Week  Or  Average weekly earnings are below the lower earnings limit for NI contributions –  Not eligible for Statutory Maternity Pay.  Maternity Allowance may be paid for 39 weeks if employee does not qualify for SMP. Payroll will formally assess the employee’s entitlement to SMP and issue them with a SMP1 form that they should send to the Benefits Agency. | Less than 26 weeks service at Qualification Week  Or  Average weekly earnings are below the lower earnings limit for NI contributions –  Not eligible for Statutory Maternity Pay.  Maternity Allowance may be paid for 39 weeks if employee does not qualify for SMP. Payroll will formally assess the employee’s entitlement to SMP and issue them with a SMP1 form that they should send to the Benefits Agency. | Less than 26 weeks service at Qualification Week  Or  Average weekly earnings are below the lower earnings limit for NI contributions –  Not eligible for Statutory Maternity Pay.  Maternity Allowance may be paid for 39 weeks if employee does not qualify for SMP. Payroll will formally assess the employee’s entitlement to SMP and issue them with a SMP1 form that they should send to the Benefits Agency. | Unpaid. |
| More than 26 weeks and less than one years’ service – Week 1-6 = 90% of average weekly earnings (inclusive of SMP)  More than one years’ service – if employee does not intend to return to work = 39 weeks Statutory Maternity Pay (as above) | More than 26 weeks and less than one years’ service – Week 7-39 = Current rate of SMP or 90% of average weekly earnings whichever is the less.  More than one years’ service – if employee does not intend to return to work = 39 weeks Statutory Maternity Pay (as above) | More than 26 weeks and less than one years’ service – Week 7-39 = Current rate of SMP or 90% of average weekly earnings whichever is the less.  More than one years’ service – if employee does not intend to return to work = 39 weeks Statutory Maternity Pay (as above) | Unpaid. |
| If employees declare that they intend to return to work for at least 3 months following maternity leave, they are entitled to Contractual Maternity Pay:  More than one years’ service – Week 1-6 = 90% of average earnings (inclusive of SMP) | If employees declare that they intend to return to work for at least 3 months following maternity leave, they are entitled to Contractual Maternity Pay:  More than one years’ service – 7-18 = Current rate of SMP plus 50% normal pay (total not to exceed full normal pay) | If employees declare that they intend to return to work for at least 3 months following maternity leave, they are entitled to Contractual Maternity Pay:  More than one years’ service – 19-39 = SMP at the current rate. |