

OPTION SUMMARY

The options for maternity leave and pay which are available to you are summarised as follows:

Options	Criteria	Maternity Leave Entitlement	Maternity Pay Entitlement
Occupational Maternity Leave Scheme (Options 1a and 1b)	<p>Minimum of 52 weeks' service at the date of your EWC</p> <p>Intention to return to work following Maternity Leave for at least 6 months</p>	Up to 52 weeks	<p>Option 1a 18 weeks of full pay ; 21 weeks of Statutory Maternity Pay (SMP) 13 weeks unpaid</p> <p>Option 1b 9 weeks of full pay; 18 weeks of half pay 12 weeks of SMP 13 weeks unpaid</p>
Statutory Maternity Leave Scheme (Option 2)	<p>Minimum of 26 weeks' (but less than 52 weeks') service at the 26th week of pregnancy</p> <p>Intention to return to work following Maternity Leave (no minimum period required)</p> <p>Average weekly earnings above the minimum level set out by the Government</p>	Up to 52 weeks	<p>Option 3 6 weeks at 90% of your normal pay 33 weeks of SMP 13 weeks unpaid</p>
Maternity Allowance (Option 3)	<p>Less than 26 weeks' service at the 26th week of pregnancy</p> <p>Intention to return to work following Maternity Leave (no minimum period required)</p>	Up to 52 weeks	<p>The University cannot pay you SMP, although you may be eligible to receive a Maternity Allowance from your local Jobcentre Plus Office. You will receive an application form from the Payroll Section which you should complete and take to your local Jobcentre Plus Office.</p>
Undecided About Returning to Work (Option 4)	Undecided about whether to return to work or not following the birth of your baby	Up to 52 weeks	<p>Any minimum statutory entitlement (SMP or Maternity Allowance).</p> <p>However, if you qualify for the University's Occupational Maternity Pay scheme and decide to return to work for a minimum period of 6 months, you will receive retrospective payment of OMP</p>
Not Returning to Post (Option 5)	Decided not to return to work following maternity leave	Up to 52 weeks	Any minimum statutory entitlement (SMP or Maternity Allowance).

MATERNITY BENEFITS FLOWCHART

