

## Freedom of Information Act 2000

## Wiltshire Health &amp; Care LLP Response to Information Request

Date Request Received: 10/06/2021

FOI Ref: 08/21\_22

## Requested Information

Will there be any changes to entitlement to maternity pay in the new policy?

## Response

There is no change to the maternity pay allowance in the re-drafting of this policy and it continues to align to Agenda for Change (national NHS Terms and Conditions). Please see summary below:

**Maternity:** Those employees who have 12 months continuous service with one or more NHS Employers at the beginning of the 11<sup>th</sup> week before the expected week of childbirth and intend to return to work for a minimum of 3 months after their leave are entitled to Occupational Maternity and Adoption Pay. This is paid at 8 weeks full pay, inclusive of Maternity Allowance or Statutory Maternity Pay, followed by 18 weeks half pay, plus Maternity Allowance or Statutory Maternity Pay. The final 13 weeks paid at the rate of Maternity Allowance or the Statutory Maternity rate of pay. Occupational Maternity Pay can be averaged out over the period of the leave. Full pay is calculated by taking the average over the 8 week period prior to the qualifying week (15 weeks before the expected week of childbirth).

**Adoption:** Those employees who have 12 months continuous service with one or more NHS Employers on the Expected Date of Placement and intend to return to work for a minimum of 3 months after their leave are entitled to Occupational Adoption Pay. This is paid at 8 weeks full pay, inclusive of Adoption Allowance or Statutory Adoption Pay, followed by 18 weeks half pay, plus Adoption Allowance or Statutory Adoption Pay. The final 13 weeks paid at the rate of Adoption Allowance or the Statutory Adoption rate of pay. Occupational Adoption Pay can be averaged out over the period of the leave.

**Paternity:** Paternity Leave will be a period of one or two weeks, at fully pay, which must be used in a single block of leave and taken within 56 days of the birth.

## Exemption(s)

Nil

## Attachment(s)

Nil

Date Response Sent: 21/06/2021