



## Freedom of Information Request FOI 20 09

### Maternity pay

#### Query:

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):

1. What pay does a firefighter receive for first 6 weeks (inclusive) of maternity leave?
2. What pay does a firefighter receive for the next 12 weeks (inclusive) of maternity leave?
3. What pay does a firefighter receive during for the next 21 weeks (inclusive) of maternity leave?
4. What pay does a firefighter receive during for the remaining 13 weeks (inclusive) of maternity leave?
5. Attach a copy of your most recent FRS maternity policy.

#### Response:

**Members of staff are entitled to 39 weeks' SMP if they have at least 6 months' continuous service with DWFRS at the 15th week before the week the baby is due, and meet the National Insurance (NI) contributions requirement.**

**The 39 weeks SMP comprises of:**

**Six weeks at 90% of the member of staff's average weekly earnings (the higher rate of SMP), followed by  
33 weeks at lower rate SMP or 90% of the member of staff's average weekly earnings if this is less than the statutory rate.**

**In addition to SMP, if the member of staff has at least one year's continuous service with the Service at the beginning of the 11th week before their Expected Week of Confinement (EWC), they are entitled to the full benefit of both Contractual and Statutory Maternity Pay schemes.**

**If the member of staff intends to return to work, they are entitled to:**

**Six weeks at 90% of their average weekly earnings  
20 weeks at 50% of their average weekly earnings, plus the standard rate of Statutory Maternity Pay or 90% of their average weekly earnings, whichever is lower.**

**Following the 20-week period, the employee is entitled to SMP only for the subsequent 13 weeks.**

**Please see attached our maternity procedure.**