**Freedom of Information Act request – firefighter maternity leave pay**

We are collecting information about maternity leave pay for firefighters in your fire and rescue service. Below is the information we would like to obtain from you under the Freedom of Information Act.

**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. As of 01/07/23 the salary for a competent firefighter is £36,226, what pay would a firefighter receive for 12 months maternity leave? *Please can you state a numerical figure with a corresponding breakdown.*

***Please note the below figures are for a firefighter who* has at least one year’s continuous service at the beginning of the 11th week before their Expected Week of Confinement (EWC), and they must return to work for a period of three months either on a full time or part time basis.**

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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? |
| **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.** | **No pay** |

**Please note the below figures are for Firefighters who 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.**

**These figures also apply for to a Firefighter with more than one year’s continuous service, but who is not planning on returning to work for a minimum of three months either on a full time or part time basis.**

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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? |
| **Six weeks at 90% of their average weekly earnings** | **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.** | **Please see Q2.** | **No pay** |

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| **Q5. As of 01/07/23 the salary for a competent firefighter is £36,226, what pay would a firefighter receive for 12 months maternity leave? *Please can you state a numerical figure with a corresponding breakdown*** |
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1. Attach a copy of your most recent FRS maternity policy.

**In addition to maternity pay, operational females have a 13 week return to work programme which is in place to support our operational females to focus on getting back to operational fitness and regaining operational competence. This programme is flexible and tailored to the individual, but they return to full pay once they commence this programme. This approach was an initiative from our operational women’s network and positively supports the member of staff to use their maternity leave to focus on becoming a parent and not being concerned about work matters.**