



Freedom of Information Request FOI 26 10

Wholetime Firefighters' maternity pay

Query and response:

Below is the information we would like to obtain from you under the Freedom of Information Act in relation to maternity pay for competent wholetime women firefighters in your fire and rescue service.

Q1. Please send your fire and rescue service maternity policy or other relevant policy document, in place on 1 July 2025.

Please find attached our maternity procedure which was in place on 1st July 2025.

Q2. If your maternity pay arrangements have changed between 1 July 2025 and 17 October 2025, please send the revised policy as well as the previous one.

No changes have been made to this procedure during the timeline specified.

Q3. Please confirm that the fire and rescue service has implemented the National Joint Council pay agreement 2024, which means that competent wholetime women firefighters on maternity leave receive 26 weeks full pay?

DWFRS has implemented the joint council Pay agreement 2024.

Q4. How many weeks full pay maternity leave did your fire and rescue service pay on 1 July 2025? Please also tell us if this has improved since then and by how much.

We pay 39 weeks full pay if the qualifying conditions are met and this was introduced on 1st July 2024.

Information/Detail accurate on the date provided: 15, January 2025