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Statutory Maternity Pay and Leave: employer guide

1. Entitlement

This guide is also available [in Welsh \(Cymraeg\)](https://www.gov.uk/cyflogwyr-tal-absenoldeb-mamolaeth) (<https://www.gov.uk/cyflogwyr-tal-absenoldeb-mamolaeth>).

Statutory Maternity Leave

Eligible employees can take up to 52 weeks' maternity leave. The first 26 weeks is known as 'Ordinary Maternity Leave', the last 26 weeks as 'Additional Maternity Leave'.

The earliest that leave can be taken is 11 weeks before the expected week of childbirth, unless the baby is born early.

Employees must take at least 2 weeks after the birth (or 4 weeks if they're a factory worker).

Statutory Maternity Pay (SMP)

SMP for eligible employees can be paid for up to 39 weeks, usually as follows:

- the first 6 weeks: 90% of their average weekly earnings (AWE) before tax
- the remaining 33 weeks: £151.97 or 90% of their AWE (whichever is lower)

Tax and National Insurance need to be deducted.

Use the [SMP calculator](https://www.gov.uk/maternity-paternity-calculator) (<https://www.gov.uk/maternity-paternity-calculator>) to work out an employee's maternity leave and pay.

Some employment types like agency workers, directors and educational workers have [different rules for entitlement](https://www.gov.uk/statutory-maternity-pay-how-different-employment-types-affect-what-you-pay) (<https://www.gov.uk/statutory-maternity-pay-how-different-employment-types-affect-what-you-pay>).

Maternity Leave Employers Guide

RJ Shavelson



Maternity Leave Employers Guide:

Making It Work! How to Effectively Manage Maternity Leave Career Transitions Davidoff Avra, Hambley Laura, Dyrda April, 2016-05-31 Making It Work How to Effectively Manage Maternity Leave Career Transitions An Employer's Guide was developed for anyone who employs leads manages trains coaches or supports pregnant adoptive and parenting women at work This user friendly manual will equip you to go beyond legislated requirements and take a proactive positive approach The Employer's Guide to Child Care Barbara Adolf, Karol Rose, 1988-07-07 A truly impressive composite picture of employer supported child care in this country I kept going back to it So much research and information I loved it Vivian Glick Manager Marketing and Communication Prudential North East Group Operations As the spheres of work and family continue to affect each other the demand for employer supported child care will continue to increase This volume addresses that process It breaks down the field into manageable steps so that any employer can begin to deal successfully with the needs of his or her own workforce Employers already involved with support programs can also benefit from this work the information and worksheets can be used to evaluate existing programs and to answer the question Where do I go from here The book demonstrates that employers are discovering that indirect support of child care is sometimes better suited to corporate objectives than a child care center on the premises Adolf and Rose explore these new avenues of employer support and provide illustrations case histories and worksheets for gathering and organizing information needed to study the needs of a particular company Employment Law 2018 Gill Phillips, 2018-01-22 Employment Law introduces the issues involved in the regulation of employees and their relations with their employers It explains the framework governing employment contracts dismissal procedures and redundancy payments The book also covers TUPE discrimination law and family friendly legislation Celebrating Life Customs around the World Victoria R. Williams, 2016-11-21 This book documents hundreds of customs and traditions practiced in countries outside of the United States showcasing the diversity of birth coming of age and death celebrations worldwide From the beginning of our lives to the end all of humanity celebrates life's milestones through traditions and unique customs In the United States we have specific events like baby showers rites of passage such as Bat and Bar Mitzvahs and sweet 16 birthday parties and sober end of life traditions like obituaries and funeral services that honor those who have died But what kinds of customs and traditions are practiced in other countries How do people in other cultures welcome babies prepare to enter into adulthood and commemorate the end of the lives of loved ones This three volume encyclopedia covers more than 300 birth life and death customs with the book's content organized chronologically by life stage Volume 1 focuses on birth and childhood customs Volume 2 documents adolescent and early adulthood customs and Volume 3 looks at aging and death customs The entries in the first volume examine pre birth traditions such as baby showers and other gift giving events and post birth customs such as naming ceremonies child rearing practices and traditions performed to ward off evil or promote good health The second volume contains information about

rites of passage as children become adults including indigenous initiations marriage customs and religious ceremonies The final volume concludes with coverage on customs associated with aging and death such as retirement celebrations elaborate funeral processions and the creation of fantasy coffins The set features beautiful color inserts that illustrate examples of celebrations and ceremonies and includes an appendix of excerpts from primary documents that include legislation on government accepted names wedding vows and maternity paternity leave regulations *Employment Law 2021*

Phillips, 2021-01-18 *Employment Law* introduces the issues involved in the regulation of employees and their relations with their employers It explains the framework governing employment contracts dismissal procedures and redundancy payments The book also covers TUPE discrimination law and family friendly legislation as well as practice and procedure The book has been comprehensively updated to take account of all the main recent and proposed developments in employment law and practice including the recent guidance issued by the Equality and Human Rights Commission on the use of non disclosure agreements to settle employment claims and an updated summary of the key cases on annual leave including the Court of Appeal's decisions in *The Harpur Trust v Brazel* and *Flowers v East of England Ambulance Trust* A number of key European court cases are considered including two ECtHR decisions looking at the privacy in the workplace *Garamukanwa v UK* and *Lpez Ribalda v Spain* and the ECJ decision in *Federacin de Servicios de Comisiones Obreras v Deutsche Bank* keeping records of time worked The first Supreme Court decision in almost 100 years to consider post employment restrictive covenants *Tillman v Egon Zehnder* is included along with a number of important Court of Appeal judgments including *Network Rail v Crawford* daily rest periods *Hare Wines v Kaur* automatically unfair dismissal and TUPE *Okedina v Chikale* impact of illegal contacts in an unfair dismissal situation *Owen v AMEC Foster Wheeler Energy* disability discrimination and comparators and *Foreign and Commonwealth Office v Bamieh* territorial jurisdiction in a whistleblowing claim The case law on unfair dismissal and reasonableness has been updated to include the Court of Appeal decisions in *North West Anglia NHS Foundation Trust v Gregg* suspension and disciplinary proceedings and *London Borough of Lambeth v Agoreyo* suspension and mutual trust and confidence and the EAT decisions in *Radia v Jefferies International* investigations and appeals and *Phoenix House v Stockman No 2* making covert recordings at work Three recent cases considering what amounts to a religious or philosophical belief under the Equality Act 2010 are included *Mackereth v Department for Work and Pensions* *Conisbee v Crossley Farms* and *Gray v Mulberry Company* as are a number of significant EAT rulings including *Dray Simpson v Cantor Fitzgerald* a masterclass on whistleblowing and *Ameyaw v PwC* online publication of employment tribunal judgments The book is up to date as at 1 October 2019 although account has been taken of some later developments as at 20 November 2019 *An Employer's Action Guide to Maternity Rights* Dilys Robertson, Michael Armstrong, 1977 *Employer's guide to legal aspects of maternity leave and maternity benefits for woman workers in the UK* covers unfair dismissal employment security right to return to work occupational health etc and includes a checklist and sample forms in connection

with employee pregnancy Flow chart *Equal Employment Opportunity ... Compliance Guide* ,2002 *A Concise Guide to Successful Employment Practices* J. D. Thorne,1996 Guide to Maternity Arrangements Incomes Data Services,1981 Guide maternity leave maternity benefit labour legislation commentary and enterprise level employment policy UK collective agreements working conditions occupational health child care provision return to work in part time employment paternity leave Bibliography pp 87 and 88 **Personnel Management Guide** ,1992 Guide to the Social Services Family Welfare Association (Great Britain),2004 Tolley's Employment Handbook Elizabeth A. Slade,2004 **Employer's Guide to the Federal Family and Medical Leave Act** Richard J. Simmons,2020 The FMLA represents the first federal law that guarantees employees the right to take leaves to care for newborn children adopted children and seriously ill family members It also allows employees to take leaves needed due to their own serious health conditions The law usually requires employers to maintain health insurance benefits in effect continue life and disability insurance allow the use of vacation and sick leave benefits and comply with numerous other rules These rules regulate employee handbooks written notice record keeping and posting requirements It also establishes serious sanctions and penalties that can be imposed against employers who do not comply from publisher **Employee and Union Member Guide to Labor Law** ,1981 *Understand Employee Regulations* Sheldon I. London,1984 Employment gazette ,1991 **A Guide to Pregnancy and Parenthood for Women on Their Own** Patricia Ashdown-Sharp,1977 **The Worklife Report** ,1996 Maternity Rights and Benefits in Britain 1996 Claire Callender,Policy Studies Institute,1997 This report presents the findings of research conducted in Spring 1996 to explore the impact of the changes to the maternity rights legislation enacted in 1994 The main aims include the effects of new maternity rights and benefits on women s labour market activity during and after pregnancy **Sex Discrimination Handbook** Barbara S. Gamble,1992

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