

MATERNITY PROVISIONS BENCHMARKING DATA

Statutory Provision	Green book	East Sussex	Surrey
<p>For those with more than a year's continuous service:</p> <p>6 weeks at 90% of pay</p> <p>33 weeks at lower rate Statutory Maternity Pay (SMP)</p> <p>13 weeks unpaid</p>	<p>For those with more than a year's continuous service:</p> <p>6 weeks at 90% of pay</p> <p>12 weeks at half pay plus lower rate SMP</p> <p>21 weeks of lower rate SMP</p> <p>13 weeks unpaid</p>	<p>For those with more than a year's continuous service:</p> <p>6 weeks at 90% pay</p> <p>20 weeks at half pay plus lower rate SMP</p> <p>13 weeks of lower rate SMP</p> <p>13 weeks unpaid</p>	<p>For those with more than a year's continuous service:</p> <p>6 weeks at 90% pay</p> <p>12 weeks at half pay plus lower rate SMP</p> <p>21 weeks of lower rate SMP</p> <p>13 weeks unpaid</p> <p>Lump sum 8 weeks at half pay paid as a lump sum after return of 6 months</p> <p>For those with less than a year's service:</p> <p>2 weeks OMP i.e. full pay minus lower rate SMP. Paid as a lump sum after return of 12 weeks</p>
SMP is paid without a requirement to return to work.	To keep OMP a mother has to return to work for 3 months	To keep OMP a mother has to return to work for 5 months worth of her pre-maternity contracted	To keep 12 weeks OMP a mother has to return to work for 3 months.

		hours	The returner's payment OMP is paid after 6 months return to work.
Annual leave accrued over a year is 28 days which includes 8 public holidays	Occupational Maternity Leave is contractual leave		Needs amendment to include contractual leave either 32 or 36 days