

New Police Maternity Pay and Leave Chart from 1 April 2007

Policewomen whose baby is expected on or after 1 April 2007 are entitled to 13 weeks police maternity pay (PMP), 39 weeks statutory maternity pay (SMP) and 13 weeks unpaid leave. A possible 15 months leave in total.

PMP is full police pay for the first 13 weeks of maternity leave

SMP is paid for 39 weeks at 2 rates:

- 6 weeks at 90% of normal pay and
- 33 weeks at a lower rate of SMP – from 1 April £112.75

These periods may overlap depending on when a woman begins her leave.

SMP starts automatically if the woman:

- starts her leave within the 11 weeks before her baby is expected
- is absent with a pregnancy related sickness during the 4 weeks before her baby is due, (but her maternity leave, or PMP, will not begin early).

PMP is paid weekly from the Sunday of the week which the woman has said that her maternity leave is to start. SMP is paid on a daily basis. Each week starts the day after she starts her leave (or the day after her baby is born if she is still at work). For example if her last day at work is a Tuesday, her SMP will be paid from the Wednesday to the Tuesday of each week.

A woman must have the 2 weeks off following the birth of her baby. If she returns to work at any time during her statutory maternity leave period she will lose the relevant number of day's SMP.

To use the Police Maternity Pay and Leave Chart.

- Write the date of the expected date of childbirth in the box above Week 0
- Write the date of each following week in the boxes to the right of Week 0 and the date of each preceding week in the boxes to the left of Week 0
- Count back to the week the woman wants her maternity leave to start (in the example this is 8 weeks before the baby is due on Week 0)
- Follow the column down to the last coloured box in that column
- Count the weeks of maternity leave across that row to the last coloured box in that row
- Follow the column up to the top to find the last date that the woman must return to work (in the example this is Week 45 after childbirth, and after 52 weeks of maternity leave). She can return earlier if she wants.
- The colour in each weekly box on that row gives the week's rate of pay
 - Blue = police maternity pay (full pay)
 - Red = SMP @ the higher rate (90% of average pay)
 - Lilac = SMP @ the lower rate (from 1 April 2007 £112.75 a week)
 - Yellow = unpaid leave
- In the example SMP @ the lower rate starts week 6 after childbirth (week 14 of maternity leave); no pay starts week 32 after childbirth (week 40 of maternity leave)

Where two rates of pay/colours overlap in any week, it is usual practice for only the higher rate of pay to be paid.