

Maternity Eligibility Pay Options



Employees are entitled to University Maternity Pay (Option 1 & 2) provided the following conditions are met:

- They have been continuously employed by the University for 26 weeks or more at the beginning of the 15th week before the expected week of childbirth (EWC).
- They are employees of the University at the EWC

If employed on fixed term contracts, breaks between contracts of one calendar month or less will be discounted for the purposes of calculating entitlement to maternity leave and pay.

Where an employee is not eligible for University Maternity Pay or Statutory Maternity Pay then they may be eligible to claim Maternity Allowance (Option 3) directly from the Department of Work and Pensions (DWP) provided the following conditions are met:

- They have been employed by the University for less than 26 weeks at the beginning of the 15th week before the EWC and in other paid employment in the 66 weeks preceding the EWC.
- Self-employed in the 66 weeks preceding the EWC

Further details of the 3 payment options are:

Option	Pay	Week	Pay details
Option 1	University & SMP (4 months University pay)	1-18	Full pay which will include any relevant SMP
		18-39	SMP Only (where applicable)
		40-52	Unpaid
Option 2	University & SMP (6 months University pay)	1-9	Full pay, which will include any relevant SMP
		10-27	Half pay plus SMP paid in addition subject to the total pay not exceeding the normal full pay
		29-39	SMP Only (where applicable)
		40-52	Unpaid
Option 3	Maternity Allowance	1-39	Maternity Allowance
		40-52	Unpaid