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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-absenoldebmamolaeth).

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) 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-affectwhat-you-pay).

Employers Guide To Statutory Maternity Pay

M Carnoy

Employers Guide To Statutory Maternity Pay:

Whispering the Secrets of Language: An Psychological Journey through Employers Guide To Statutory Maternity Pay

In a digitally-driven world wherever screens reign great and immediate interaction drowns out the subtleties of language, the profound techniques and psychological nuances concealed within phrases usually go unheard. However, nestled within the pages of **Employers Guide To Statutory Maternity Pay** a captivating fictional treasure sporting with natural thoughts, lies an extraordinary quest waiting to be undertaken. Published by an experienced wordsmith, this marvelous opus attracts visitors on an introspective journey, lightly unraveling the veiled truths and profound impact resonating within the cloth of every word. Within the psychological depths of the moving evaluation, we can embark upon a heartfelt exploration of the book is key styles, dissect its charming publishing type, and yield to the strong resonance it evokes strong within the recesses of readers hearts.

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