

## **A BRIEF EXPLANATION OF POLICE MATERNITY, ADOPTION & SHARED PARENTAL LEAVE & PAY**

### **Maternity Leave**

Subject to eligibility requirements police women receive Police Maternity Leave. They do not get Statutory Maternity Leave. Police Maternity Leave is longer than Statutory Maternity Leave at 15 months as opposed to 12 months. The 15 months can be taken in an 18 month period starting 6 months before the baby's expected date of birth and ending 12 months after the baby is born.

Unlike Statutory Maternity Leave, Police Maternity Leave can be broken. The woman can return to work (or be recalled to duty) and then return to maternity leave.

### **Maternity Pay**

Subject to eligibility requirements police women receive Statutory Maternity Pay and Police Maternity Pay. The start and finish of each of these payments is dependent on when the woman elects to start and finish her maternity leave. Whilst theoretically Statutory Maternity Pay and Police Maternity Pay can be received consecutively, it is more usual for the payments to overlap for a period. When they do overlap, only the highest payment is paid in any one week.

Statutory Maternity Pay (SMP) is paid for 39 weeks – the first 6 weeks at 90% of the officer's full pay and the remaining 33 weeks at a flat rate (about £140 per week).

From April 2016 Police Maternity Pay will be increased to 18 weeks (from 13 weeks) on full pay; the last 5 weeks can be taken as half pay (plus the value of half SMP) over 10 weeks, thus extending the police paid period to 23 weeks

### **Adoption Leave and Pay**

A police officer who is the single or the main adopter in a couple is eligible to receive Police Adoption Leave and Pay and Statutory Adoption Pay.

Police Adoption Leave is 12 months (i.e. 3 months less than Police Maternity Leave). Statutory Adoption Pay is the same as Statutory Maternity Pay  
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### **Paternity Leave and Pay (in Regs as Maternity/Adoption Support Leave & Pay)**

Police officers who are the partners of birth mothers or main adopters are eligible for 2 weeks Police Leave at or around the time of birth/adoption. One week on full pay, the second week on Statutory Paternity Pay (same as lower rate SMP).

### **Shared Parental Leave and Pay**

The Children and Families Act introduced the concept of shared parental leave and pay for all employees. PNB agreed to provide police officers with similar arrangements. Officers will be able to take maternity and adoption leave and pay in the usual way, but from April 2015 they have the option of effectively sharing their Statutory Maternity and Adoption Pay and leave with their partner. Both partners must be eligible for SMP and leave for this to happen.

The first 2 weeks of statutory maternity and adoption pay and leave is reserved for the birth mother/main adopter, but thereafter, subject to notification requirements, both parents can "share" the rest of the statutory leave and pay in any permutation. The payment of police maternity or adoption pay is not included in this arrangement.