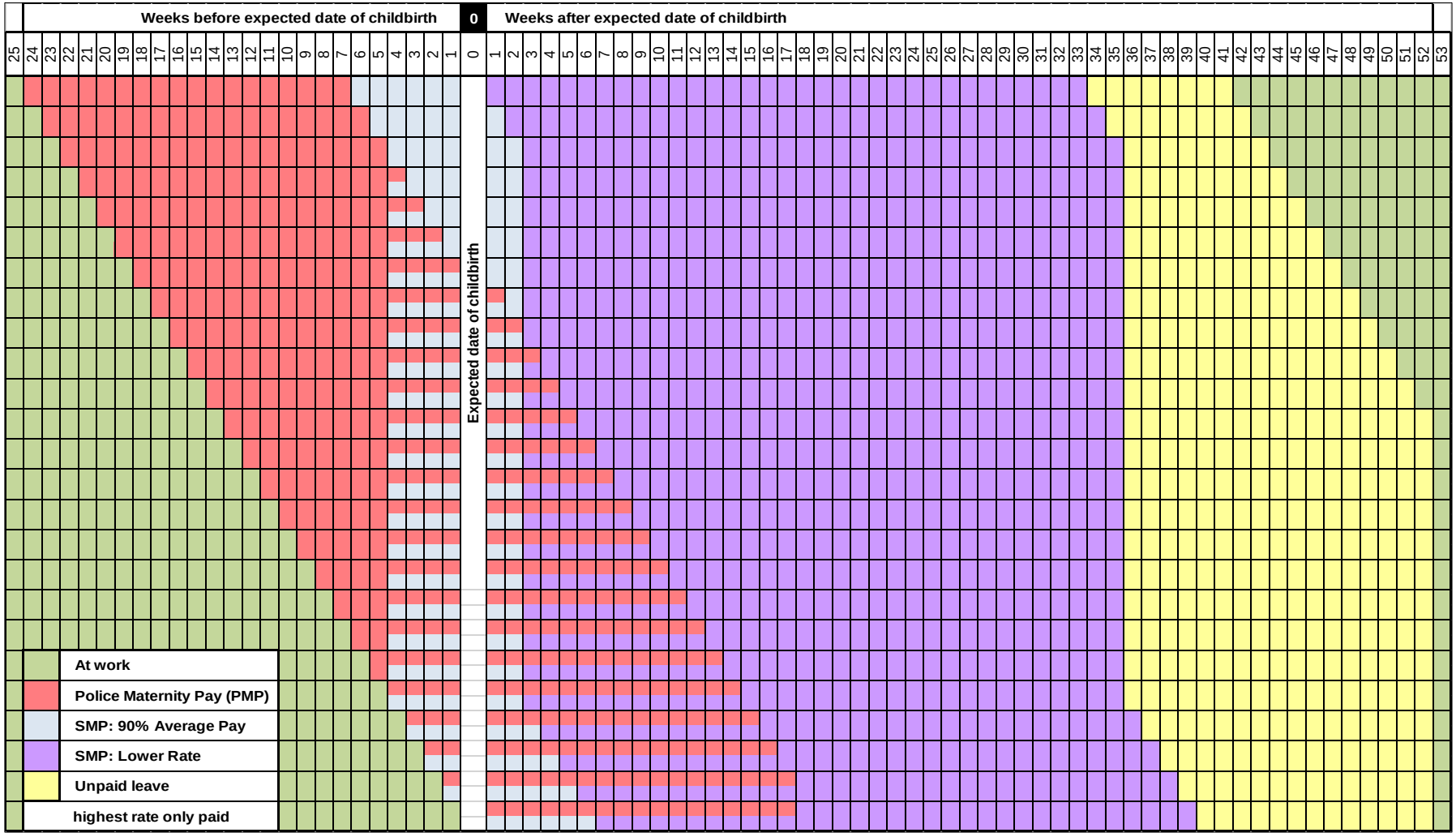
Police Maternity Leave and Pay Chart (Scotland) April 2016

The chart below indicates an officer's pay during her chosen period of maternity leave. It applies to women whose baby is expected on or after 1 April 2016. The chart gives general guidance only. Individual advice should be obtained from the Police Service of Scotland.

To identify a woman's period of maternity leave and pay count back along the top line from the box marked 0 – this is the date the woman's baby is expected – to the week before the birth that she wants to start her maternity leave; move down that column to the first square coloured red at the base of the column and then move across that line horizontally. Each square represents a week and the colour indicates the pay for that week: Police Maternity Pay (red), Statutory Maternity Pay at the higher rate (pale blue) or Statutory Maternity Pay at the lower rate (purple). Where there are two colours in a square the higher rate of pay only is paid. Squares coloured yellow are weeks that the woman is eligible for unpaid maternity leave. Squares coloured green are the weeks that the woman is at work before or after her maternity period.



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