

Pay for Parenting

Parental Leave Plan

Our Expected Date of Delivery = _____

Important Dates

15

Give your employer the correct notice which is at least 15 weeks before your due date. You should tell your employer the due date and the date you want to go on maternity leave. Your employer must write to you within 28 days confirming the start and end dates of your leave.

I need to tell my employer I'm pregnant before _____

11

The earliest you can start your maternity leave is 11 weeks before your due date. Most women choose to go on leave later than this so they can spend more time with their baby. Maternity leave will also start immediately if your baby is born prematurely or you're diagnosed with a pregnancy related illness in the last 4 weeks of pregnancy.

The earliest I can start SML is _____

52

You're entitled to take up to 52 weeks off work to look after your new baby. This is the same for all new mothers in the UK, regardless of how long you've been in your job.

The latest I could go back to work would be _____

26

The 52 weeks of maternity leave is technically split into two periods of 26 weeks. It is split because your employment rights are slightly different in the two periods. Take a look at Pay for Parenting's Maternity Leave post for more information!

I know which of set of 26 weeks - and which rights apply to me
____ Yes / No ____

39

This is the duration of the Statutory Maternity Pay payments. If eligible, you would receive 90% of your average weekly pre-tax earnings for the first 6 weeks. You'd then get £148.68 or 90% of your average weekly pre-tax earnings (whichever is lower) for the next 33 weeks - this could be a big drop in earnings for some families.

The amount of SMP I'll receive is _____

13

While you're entitled to 52 weeks of leave, maternity pay only lasts 39 of those 52 weeks, so if you take the full year, 13 weeks of it is unpaid.

The amount of maternity leave I plan to take is _____