

ANNEX L

DETERMINATION FOR REGULATION 29

MATERNITY PAY

- 1) Subject to the following provisions of this determination, a female member of a police force who satisfies the conditions in paragraph (2) is entitled to be paid as respects the first eighteen weeks of any period or periods of maternity leave in any one maternity period (as defined in the determination on maternity leave made under regulation 33) taken in accordance with the determination on maternity leave made under regulation 33, but is not entitled to be paid thereafter.
- 2) The conditions referred to in paragraph (1) are that:
 - a) at the beginning of the week in which the expected date of birth (as defined by the determination on maternity leave made under regulation 33) occurs, the female member of a police force will have served continuously for a period of not less than sixty weeks in that or any other police force; and
 - b) on the date ("the relevant date") fifteen weeks before the expected date of birth (as so defined) she either:
 - i. remains pregnant, or
 - ii. has given birth prematurely to a baby who is alive on the relevant date.
- 3) In this determination "week" means a period of seven days beginning with such day as is fixed by the chief officer.
- 4) **FOR PART-TIME MEMBERS**
 - a) A part-time woman member who satisfies the conditions in paragraph (2) is to be treated for the purposes of regulation 24(1) and any determination thereunder as having been on duty for the number of hours determined by multiplying the number of her determined hours by the length in days of the paid leave period and dividing the result by the length in days of the relevant period.
 - b) For the purposes of paragraph (4)(a) the "determined hours" are the number of hours which the chief officer has determined under the determination under regulation 22(1)(a) (Annex E) as the member's normal period of duty in a relevant period.
- 5) The pay to which a female member of a police force is entitled under this determination is to be reduced, in respect of any week for which she receives statutory maternity pay, by an amount equal to the statutory maternity pay that she receives for that week.
- 6) For the purposes of paragraph (5), "statutory maternity pay" means any payment made in accordance with Part XII of the Social Security Contributions and Benefits Act 1992 or any later enactment which replaces those provisions and is to the same or substantially similar effect.
- 7) A female member of a police force entitled to be paid as respects the first eighteen weeks of any period or periods of maternity leave may, with the agreement of the chief officer, elect to receive half pay in the fourteenth to the twenty-third weeks of the period or periods, instead of receiving full pay in the fourteenth to the eighteenth weeks.