



Maternity Leave Provisions effective from 2 April 2023

Maternity Rights A guide for employees of The University of Bolton

The following maternity leave rights will benefit women whose expected week of childbirth (EWC) begins on or after the 2 April 2023.

Length of Maternity Leave

The length of **ordinary** maternity leave is 26 weeks entitlement, regardless of the length of service with the University of Bolton.

The length of





From the 5 April 2021, the standard basic rate of SMP and MA is £172.48



Except during the first two weeks after childbirth, **an employee on maternity leave can agree to work for up to 10 days during the statutory maternity leave period without bringing that period to an end as a result of carrying out the work.**

Any such work must be by agreement between the parties and there is no right for an employer to demand that an employee undertakes any such work, or for an employee to do such work.

Any such work will not have the effect of extending the maternity leave period. For the purpose of the provision 'work' may include training, or any other activity undertaken to assist in keeping in touch with the workplace.

Reasonable contact which employers and employees are entitled to have with each other during the maternity leave period does not bring that period to an end.

Superannuation Contributions during paid/additional unpaid maternity leave

Academic Staff	Support Staff
During paid leave the employee is required to pay employee superannuation contributions based on actual salary.	During paid leave the employee is required to pay employee superannuation contributions based on actual salary.

During **unpaid additional leave** service with Teachers' Pension will be treated as excluded days for superannuation

