

### Statutory Maternity Leave and Pay

If you are working, you're entitled to a year's Statutory Maternity Leave and Statutory Maternity Pay from your employer for up to 39 weeks when you have a baby.

To get Statutory Maternity Pay you must have:

- been working for your employer for at least 26 weeks
- average earnings of at least £116 per week

Your Statutory Maternity Leave is 52 weeks (a full year), but you will only receive the Statutory Maternity Pay for the first 39 weeks (9 months) of that.

Statutory Maternity Pay varies, and up to date information can be found [here](#) on the .gov.uk site. As a general rule:

- For the first six weeks, it is 90% of your average weekly earnings (before tax)
- It then drops significantly for the next 33 weeks, and the last 13 weeks are unpaid

The online tool to calculate Statutory Maternity Pay is found [here](#) on the .gov.uk website.

**Remember** – To get maternity leave, you need to tell your employer when you want to stop working by the **15th week** before the baby's due date (that's around four months before the due date).

**Remember** - You need to give your employer at least **28** days' notice that you want to start Statutory Maternity Pay. They will ask you to provide evidence that you're pregnant.

## Maternity Allowance

This is a regular payment from the government that you can claim if you can't claim Statutory Maternity Pay. It is either given to you monthly or fortnightly.

You can claim this if you can't claim Statutory Maternity Pay because:

- you haven't worked for your employer for long enough
- you're self-employed
- your average pay is less than £116 per week

The amount you get is based on how much you earn and information can be found [here](#) on the .gov.uk website.

To claim your Maternity Allowance, fill in the [Maternity Allowance \(MA1\)](#) claim form or call Jobcentre Plus (0800 055 6688) for a form. It is also available as a digital form or in Welsh on the .gov.uk website [here](#).

## Statutory Paternity Leave and Pay

This is either one or two weeks' paid time off work so that you can help look after your new baby. To get it, you must be:

- the child's biological father or adopter
- the mother's partner
- the intended parent (if you're having a baby through surrogacy)

You must **also**:

- have worked for your employer for 26 weeks by the 15th week before the baby is due
- be employed by your employer until the baby is born
- earn at least £116 per week

Statutory Paternity Pay changes from year to year: current figures are [here](#).

If you want to claim, give your employer [Form SC3](#) at least 15 weeks (four months) before the week the baby is due.

The online tool to calculate Statutory Maternity Pay is found [here](#) on the .gov.uk website.

## Shared Parental Leave and Pay

This is the option to share 52 weeks' parental leave and 39 weeks' pay with your partner (if you're eligible).

*How do I know if we're eligible?*

Firstly, the child's mother must end her maternity leave and maternity pay (or Maternity Allowance) before either parent can get Shared Parental Leave or Pay.

You can then get Statutory Shared Parental Pay if:

- you're employed **and** you're eligible for either:
  - Statutory Maternity Pay or Statutory Adoption Pay
  - Statutory Paternity Pay and your partner is eligible for Statutory Maternity Pay, Maternity Allowance or Statutory Adoption Pay

In the 2018-19 tax year, you'll get £145.18 per week or 90% of your average weekly earnings, whichever is lower.

if you want Statutory Shared Parental Leave and Pay , you must give notice to your employer in writing.