

MATERNITY PAY, MATERNITY SUPPORT PAY, ADOPTION LEAVE PAY AND ADOPTION SUPPORT LEAVE PAY**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 three months 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 three 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.

MATERNITY SUPPORT LEAVE PAY

3. With effect from 8 February 2001 to 5th April 2003, a member of a police force is entitled to be paid as respects any period of maternity support leave.

4. With effect from 6th April 2003, a member of a police force is entitled:

- a) to be paid as respects the first week of any period of maternity support leave; and
- b) to be paid at the statutory paternity rate where a member has served continuously for a period of 26 weeks at the fourteenth week before the expected date of birth (as defined by the determination on maternity support pay under regulation 33) as respects the second week.

ADOPTION LEAVE PAY

5. With effect from 8th February 2001 a member of a police force is entitled to be paid as respects the first week of adoption leave taken in accordance with paragraph 3(a) of the determination on adoption leave under regulation 33.

6. With effect from 6th April 2003, a member of a police force who satisfies the conditions in paragraph 3(b) of the determination on adoption leave under regulation 33 is entitled to be paid at statutory adoption rate as respects the first 25 weeks of adoption leave taken in accordance with the determination.

ADOPTION SUPPORT LEAVE PAY

7. With effect from 6th April 2003, a member of a police force is entitled to be paid as respects the first week of adoption support leave.

8. With effect from 6th April 2003, a member of a police force who will have served continuously for a period of 26 weeks by the end of the notification week as defined in paragraph 3(c) of the determination under regulation 33 is entitled to be paid at statutory paternity rate as respects the second week of adoption support leave.

9. FOR PART-TIME MEMBERS

- a) A part-time member who satisfies the conditions in this determination 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 that member's 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 determination under regulation 22(1)(a) (Annex E) as the member's normal period of duty in a relevant period.