



Ministry of Defence

Ministry of Defence
Main Building
Whitehall
London SW1A 2HB
United Kingdom
Telephone : +44 (0)20 721 89000

Our Reference: [REDACTED]

[REDACTED]
[REDACTED]
25 November 2014

Dear [REDACTED],

Thank you for your email dated 9 November in which you requested the following information:

Thank you for your response to my requests. Please could you also supply details of rates at which maternity and paternity pay are paid, and in each case, for what duration.

I am treating your correspondence as a request for information under the Freedom of Information (FOI) Act 2000.

The information regarding maternity and paternity pay is as follows:

Statutory Maternity Leave

- Eligible employees can take up to 52 weeks' maternity leave. The first 26 weeks is known as 'Ordinary Maternity Leave', the last 26 weeks as 'Additional Maternity Leave'. The earliest leave can be taken is 11 weeks before the expected week of childbirth. Employees must take at least 2 weeks after the birth.

Statutory Maternity Pay

- First 6 weeks 90% of average weekly earnings before tax.
- Remaining 33 weeks at £138.18 or 90% of average weekly earnings whichever is lower.

Statutory Paternity Leave

- One or two weeks.

Statutory Paternity Pay

- £138.18 or 90% of average earnings.

MOD employees where eligible will be paid Maternity Pay at the Enhanced Occupational rate (full pay) for 26 weeks followed by 13 weeks at Statutory Maternity Pay rate. Equally Paternity pay is also paid at Enhanced Occupational rate where the employee is eligible.

I hope the above information will be helpful to you.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Information Rights Compliance team, 1st Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <http://www.ico.gov.uk>.

Yours sincerely,

A black rectangular redaction box covering the signature of the sender.