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Ref: FOI2014/07072

[REDACTED]
19 November 2014

Dear [REDACTED],

Thank you for your email of 9 November requesting the following information:

Please could you also supply details of rate at which maternity and paternity pay is paid, and in each case, for what duration.

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

A search for the information has now been completed within the UKHO, and I can confirm that all the information in scope of your request is held.

Statutory Maternity Pay (SMP)

All employees who meet qualifying conditions are entitled to receive 39 weeks' SMP, covering the period of ordinary maternity leave (26 weeks) and for the first 13 weeks of additional maternity leave. The final 13 weeks of additional maternity leave are unpaid. Individuals may also qualify for Occupational Maternity Pay Enhancement (OMPE), details of which can be found below.

Qualifying individuals will receive 100% of their salary for the first 6 weeks, which includes SMP. For the remaining 33 weeks the lesser of either, the standard rate of SMP or 90% of their average weekly earnings will be paid.

Occupational Maternity Pay Enhancement (OMPE)

Employees who meet certain conditions will receive their full rate of pay during the 26 weeks of ordinary maternity leave. This consists of SMP enhanced to full rate of pay. During the first 13 weeks of additional maternity leave the individual will receive SMP only, with no enhancement. The final 13 weeks of additional maternity leave are unpaid.

Individuals who do not satisfy the conditions to receive OMPE will be entitled to have the first 6 weeks of SMP enhanced to their full rate of pay (as above).

Maternity Allowance (MA)

Individuals not entitled to the above may qualify to claim up to 39 weeks' Maternity Allowance, through JobCentre Plus.

Occupational Paternity Pay

Employees who meet certain conditions will receive their full rate of pay for 10 working days for birth/adoption of each child (10 working days is limit for multiple births).

Additional Statutory Paternity Pay (ASPP)

All employees who meet qualifying conditions are entitled to receive **up to 19 weeks'** ASPP. ASPP is payable from 20 weeks after the child was born or placed for adoption.

ASPP is only payable during the mother's or co-adopter's SMP, MA or SAP period, which runs for 39 weeks from the date the mother or co adopter started receiving their pay. There must be at least 2 weeks of the SMP, MA or SAP pay period remaining when ASPP starts.

Additional Occupational Paternity Pay Enhancement

Employees who meet certain conditions are entitled to receive their full rate of pay for **up to 6 weeks** (if additional paternity leave is taken from week 20 to 26 since the child was born or placed for adoption and the mother only took 20 weeks' maternity leave).

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,



Deputy Communications Manager