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CHANGES TO MATERNITY LEAVE

An employee's entitlement during Additional Maternity Leave (AML) is due to change for all employees whose expected week of childbirth is on or after the 5th October 2008.

Currently, an employee's entitlement whilst on AML is much more limited than for Ordinary Maternity Leave (OML).

However, women whose babies are due on or after the 5th October 2008 will be entitled to the same terms during AML as during OML.

During OML, an employee has a statutory right to benefit from the terms and conditions which would have applied to her had she been at work, except for the terms providing for her remuneration (that is wages or salary). Therefore, all contractual benefits - such as annual leave, pensions, health club membership, private use of a company car and so on - will continue during OML.

For further information, please contact Bethan Southcombe on 0117 945 3084 or e-mail employment@metcalfes.co.uk