Appendix 1.

Maternity Pay Provisions – benchmarked organisations

ORGANISATION	MATERNITY PAY PROVISIONS
Belfast City Council	As outlined at 3.1 in main report
Derry City and Strabane District Council	• As per Belfast City Council
Armagh, Banbridge, Craigavon Borough Council	• As per Belfast City Council
Antrim and Newtownabbey Borough Council	• As per Belfast City Council
Ards and North Down Borough Council	• As per Belfast City Council
Causeway Coast and Glens Borough Council	• As per Belfast City Council
Fermanagh and Omagh District Council	• As per Belfast City Council
Lisburn and Castlereagh City Council	• As per Belfast City Council
NI Fire & Rescue Service	• As per Belfast City Council
NI Housing Executive	• As per Belfast City Council
Education Authority	• As per Belfast City Council
NI Civil Service	• 18 weeks at full contractual rate of pay • 21 weeks at SMP only
Queen's University	• Weeks 1 – 18, full pay • Weeks 19 – 39, lower rate SMP • Weeks 40-52, unpaid
Ulster University	• Normal pay / salary for a period of 18 weeks • SMP for next 21 weeks • No pay for 13 weeks
Marks and Spencer	• Weeks 1-6: either full pay or 90% of average earnings (whichever is the highest) • Week 7-26: full basic pay • Weeks 27-39: either SMP or 90% of average earnings (whichever is the lowest) • Weeks 40-52: No pay entitlement
Tesco	• 26 weeks at full pay followed by • 13 weeks at the lower rate of Statutory Maternity Pay
KPMG	• Normal monthly salary for the first 18 weeks • SMP for the next 21 weeks

Kainos	• Enhanced company maternity and paternity pay on completion of probationary period – 13 to 20 weeks full pay for maternity