## Appendix 1.

Maternity Pay Provisions – benchmarked organisations

ORGANISATION	MATE	RNITY PAY PROVISIONS	
Belfast City Council		lined at 3.1 in main report	
Deliast City Council	As outlined at 3.1 iii main report		
Derry City and		As per Belfast City Council	
Strabane District		As per beliast only council	
Council			
Armagh, Banbridge,		As per Belfast City Council	
Craigavon Borough		7.6 per Bendet City Courien	
Council			
Antrim and		As per Belfast City Council	
Newtownabbey		7.6 per Bendet etty eedinen	
Borough Council			
Ards and North Down	•	As per Belfast City Council	
Borough Council		7 10 per 2 maner 2 mg	
Causeway Coast and	•	As per Belfast City Council	
Glens Borough		,	
Council			
Fermanagh and	•	As per Belfast City Council	
Omagh District			
Council			
Lisburn and	•	As per Belfast City Council	
Castlereagh City			
Council			
NI Fire & Rescue	•	As per Belfast City Council	
Service			
NI Housing Executive	•	As per Belfast City Council	
		A D K 10'1 0 '1	
Education Authority	•	As per Belfast City Council	
NI Civil Service	•	19 wooks at full contractual rate of nov	
INI CIVII Service		18 weeks at full contractual rate of pay 21 weeks at SMP only	
Queen's University	•		
Queen's University	•	Weeks 1 – 18, full pay	
	•	Weeks 19 – 39, lower rate SMP	
Illator University	•	Weeks 40-52, unpaid	
Ulster University	•	Normal pay / salary for a period of 18 weeks	
	•	SMP for next 21 weeks	
Marka and Changer	•	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)	
Toppo	•	Weeks 40-52: No pay entitlement	
Tesco	•	26 weeks at full pay followed by	
KDMC	•	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	<ul> <li>Enhanced company maternity and paternity pay on completion of probationary period – 13 to 20 weeks full</li> </ul>
	pay for maternity