

Bulletin 103

28th February 2007

New Maternity Rights – Are you Ready?

The Equalities Review have today reported that women with young children are the most discriminated against at work. They face more discrimination than disabled people or those from ethnic minorities.

Only 1 month away are the new extended maternity rights which will come into force for employees whose baby is due on or after **1st April 2007**.

These include:

- **All** pregnant employees will now qualify for 12 months' maternity leave regardless of their length of service.
- Statutory Maternity Pay (SMP) and Maternity Allowance (MA) are extended to 39 weeks.
- SMP or MA can now start on any day of the week.
- Employees must now give their employer 8 weeks notice if returning to work early from maternity leave.
- Statutory Adoption Pay (SAP) is also extended to 39 weeks for parents adopting on or after 1st April 2007.
- New Keeping in Touch Days (KIT days) – where both employer and employee agree, employees may work for **up to 10 days** during maternity leave but not during the 2 week compulsory maternity period.

Practical Tip

Take heed of this 1 month warning and ensure that your company is up to speed with these new rights. Employers should review their family friendly policies to ensure that they are up-to-date.

If you require any specific advice in connection with the material contained in this bulletin, or on any other Employment Law issues, please contact a member of the Employment Team on 0151 600 3000. If you no longer wish to receive the bulletin please let us know by return email.

This bulletin is for general guidance purposes only and should not be used for any other purpose.

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