

# Statutory Rights

**You must:** Notify your employer that you are pregnant and of your intention to take maternity leave by the 15th week before the EWC (unless that is not reasonably practicable).  
 Notify your employer that you are pregnant, the week your baby is expected to be born and when you want your maternity leave to start (you can change your mind subject to giving the employer 28 days notice).

<b>Term</b>	<b>Less than 26 weeks service at the 15th week before the EWC</b>	<b>More than 26 weeks service at the 15th week before the EWC</b>
Ordinary Maternity Leave and Right to Return	26 weeks Ordinary Maternity Leave	26 weeks Ordinary and 26 Additional Maternity Leave
Maternity Leave, and Right to Return	Right to return to same job.	Right to return to same job after 26 weeks and right to return to same job or exceptionally to a no less favourable job after 52 weeks.
Statutory Maternity Pay (S.M.P)	No right to S.M.P but may be entitled to Maternity Allowance.	26 Weeks S.M.P (6 weeks at higher rate of 90% of earnings and 20 weeks at lower rate of £106 per week (2005 figure).
Benefits during Maternity Leave	All contractual terms other than remuneration for 26 weeks Ordinary Maternity Leave	All contractual terms other than remuneration for 26 weeks Ordinary Maternity Leave <b>plus</b> continuity of employment during Additional Maternity Leave
Compulsory Maternity Leave	2 weeks Compulsory Leave from the date of birth of the child.	Two weeks Compulsory Leave from the date of birth of the child.

• If you want to come back to work before the end of Ordinary or Additional Maternity Leave must give your employer 28 days notice.