

# British Telecom/Syntegra

Term	Less than 26 weeks service (at the 15th week before the EWC)	More than 26 weeks service
Maternity Leave and Right to Return	Maximum of 18 weeks Leave	Maximum of 18 weeks Maternity Leave
Maternity Absence and Right to Return	There is a right to return after 18 weeks Maternity Leave	Up to 40 weeks Maternity Leave in total, commencing 11 weeks before E.W.C. and 29 weeks after (Requests for additional unpaid leave will be considered under special leave arrangements)
Statutory Maternity Pay (S.M.P.)	No entitlement to S.M.P. but may be entitled to Maternity Allowance	Total of 18 weeks S.M.P. (6 weeks at the higher rate and 12 weeks at the lower rate)
BT Pay	Not eligible	14 weeks full pay and 4 weeks S.M.P.
Benefits during Maternity Leave/ Absence	All contractual terms (other than remuneration) for 18 weeks Maternity Leave	
Compulsory Maternity Leave	All employees must take a minimum of two weeks maternity leave, which commences on the day that the Child's birth occurs	

**You must:** Provide medical evidence of your EWC (i.e MAT B1) and notify HR & Development Services in writing at least 3 weeks before you intend to commence maternity leave by completing an Application For Maternity Benefits Form and state in writing your intention to return to work after your maternity leave. Give at least 21 days written notice of your proposed date of return.

**Note:** Revised leave period of 18 weeks only applies to children born after the 30th April 2000.