

Cash Logistics & Security, People and Organisational Services, Vehicle Services, Parcelforce, Post Office Ltd, Sales & Customer Service

Term	Less than 26 weeks service at the 15th week before the EWC	More than 26 weeks service at the 15th week before the EWC	1 year's service
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 and 20 weeks at lower rate.	
Contractual Maternity Pay.			26 weeks full pay
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, right to return to same job or to a no less favourable job after 52 weeks.	
Benefits during Maternity Leave.	All contractual terms other than remuneration for 26 weeks Ordinary maternity leave.	As with previous box for 26 weeks, plus continuity of employment during additional Maternity Leave.	
Compulsory Maternity Leave.	2 weeks compulsory leave from the day of the birth of the child.		

- You must:
- Notify your employer of your intention to take maternity leave by the 15th week before the EWC (unless that is not reasonably practicable) and 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).
 - If you want to come back to work before the end of ordinary or additional maternity leave you must give your employer 28 days notice. Royal Mail would like you to give notice of any return even at the end of your ordinary or additional maternity leave but this is not an absolute requirement.

Royal Mail Service Delivery, Capita, Logistic Solutions, and RoMEC

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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 and 20 weeks at lower rate.	
Contractual Maternity Pay			18 weeks full pay, then 8 weeks SMP
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, right to return to same job or a no less favourable job after 52 weeks.	
Benefits during Maternity Leave	All contractual terms other than remuneration for 26 weeks Ordinary maternity leave.	As with previous box for 26 weeks, plus continuity of employment during additional Maternity Leave.	
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