

Local Government Association
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Employers' Side Secretary: Sarah Messenger
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**POLICE STAFF
COUNCIL (PSC)
EMPLOYERS' SIDE**

To: Force Personnel/HR Manager/Payroll Manager

Cc: Police and Crime Commissioners

29 March 2017

PSC - PAY AND REWARD REVIEW

PSC HANDBOOK – SECTION FIVE (MATERNITY PROVISIONS)

Dear Sir/Madam

You will be aware that as part of the new agreement on the revised terms and conditions in the PSC Handbook, section five (maternity provisions) has been changed in summary as follows:

- Maternity leave increased from 12 months to 15 months;
- New entitlement to take annual leave during a break in maternity leave;
- Ability to carry annual leave forward if unable to take during maternity leave;
- Maternity pay increased from 12 weeks full pay to 18 weeks full pay (for employees with 26 weeks service).

The Employers' Side has given consideration to which staff these enhancements should apply to as of 1 April 2017. We would advise that, unless you have a local agreement in place, these enhanced provisions should apply to those women whose Estimated Date of Confinement (EDC) is on or after 1 April 2017.

Yours sincerely



Sarah Messenger
Employers' Side Secretary

