# header_logo

**APPLICATION FOR MATERNITY LEAVE**

(Entitled to Statutory Maternity pay)

\*To qualify you must have been employed for 26 weeks at the 15th week before the expected week of childbirth

 **Personal Details**

|  |  |
| --- | --- |
| **Surname:**  | **Forenames:** |
| **Email:** | **Tel no:** |
| **UCL Employee Number:** |
| **UCL Department / Division** |
| **Line Manager:**  | **Post ID:** |

**Please tick as appropriate:**

I enclose my original MAT B1 certificate YES [ ]  NO [ ]

If you have not enclosed your MAT B1 certificate, please provide reason and if applicable, the date you will submit it.

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**CONFIRMATION OF MATERNITY LEAVE PERIOD**

My expected week of childbirth/placement is the week commencing **Sunday** …………………………….

I wish my maternity leave to commence on: …………………………………...............

**I wish to take my maternity leave as follows** (please tick the appropriate boxes)**:**

18 weeks full pay and 21 weeks SMP [ ]

9 weeks full pay, 18 weeks half pay plus 21 weeks SMP [ ]

*You are entitled to take up to an additional 13 weeks unpaid maternity leave*

I wish to take …………… weeks/days (delete as appropriate) unpaid maternity leave following my period of paid leave.

**Return from maternity leave**

You are expected to return from your maternity leave 52 weeks from the date your maternity leave commences. If you would like to return before this date, you must give 8 weeks written notice of your intention to return.

Alternatively, if you already know that you want to return before the 52 week date, you can propose a different return date on this form below. Please note that answering the question below is **not** mandatory. You can change your mind about when you want to come back but you must give 8 weeks written advance notice of the new date.

*Optional Question:*

My proposed date of return to work is……………………...

You will resume on your normal rate of pay when you return. If you wish to take outstanding annual leave at this point you should agree the dates with your manager in the usual way

If you wish to convert any of the above paid/unpaid maternity leave and pay into shared parental leave and pay, please read the [policy](https://search2.ucl.ac.uk/s/redirect?collection=website-meta&url=https%3A%2F%2Fwww.ucl.ac.uk%2Fhuman-resources%2Fshared-parental-leave-and-pay-policy&index_url=https%3A%2F%2Fwww.ucl.ac.uk%2Fhuman-resources%2Fshared-parental-leave-and-pay-policy&auth=TBurNcmu1FK%2Fu%2FyqJvBEWw&profile=_website&rank=1&query=shared+parental+leave) and fill in the following forms. You will need to give at least 8 weeks’ notice if bringing your maternity leave to an end and starting any shared parental leave.

[End of Maternity leave form](#End)

[Entitlement and Intention to Commence Shared Parental Leave](#EandI)

[Period of Leave Notice](#PLN)

**KEEPING IN TOUCH DAYS**

You are entitled to request up to 10 Keeping in touch (KIT) days, which must be agreed with your line manager.

You will be paid your normal rate of pay to the nearest half or full day for any KIT days you take, **in addition** to any SMP and OMP you are receiving at the time the KIT day is taken.

**Contact on Leave:**

My contact address whilst on maternity leave is:

………………………………………………………………………………………………………….

……………………………………………………………Post code……………………………….

Email: …………………………………………………… Tel no: ……………………………..

Should you have any queries regarding your maternity leave entitlements, please contact HR Services, or alternatively speak to your departmental administrator.

**\_**

**SIGNED:** ………………………………………… **DATE:** …………………………

**PLEASE PASS TO YOUR LINE MANAGER FOR COUNTERSIGNING**

**TO: LINE MANAGER**

The above is eligible for statutory maternity pay, 92% is reclaimed from the Inland Revenue by UCL, which will not be charged to your departmental or grant funds.

The employee is also eligible for UCL maternity pay totalling 18 weeks leave with full pay and 21 weeks Statutory Maternity Pay (SMP) (or 9 weeks full pay and 18 weeks half pay plus 21 weeks SMP)

If their appointment is funded by a grant and the grant expires during the period of paid maternity leave, on a fixed term contract or otherwise made redundant but the employee is otherwise eligible for UCL maternity pay, then UCL maternity/ pay will be paid until the last day of service. SMP will be paid in total, even where this goes beyond the last day of service. Remember that it is important to fully consult with your employee should any such changes occur whilst they are on leave.

The employee is eligible to 52 weeks of maternity leave in total which comprises of: 39 weeks of UCL and statutory maternity leave and 13 weeks of additional unpaid maternity leave.

The employee can also request the use of up to 10 keeping in touch days (see section above) in which they can undertake work, training or attend meetings. This will not extend the total maternity leave period. There is no obligation on the employee or UCL to make use of these days. Employees will be paid to the nearest half or full day for any keeping in touch days worked.

Annual leave accrues throughout the maternity leave period.

Using the options below, please confirm how you intend to cover the post held by this individual whilst they are on maternity leave:

[ ]  External recruitment for full post

[ ]  External recruitment for element of post

[ ]  Internal secondment

[ ]  Acting up

 [ ]  100%

 [ ]  < 100% Please state %\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

[ ]  Redistribution of duties internally

[ ]  No cover required

please give reason why cover is not required \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Please sign below indicating your approval of the above.

**SIGNED:** ……………………………………. **NAME:** ……………………………………….

**DATE:** …………………………

***Please pass promptly to HR Services.***

**HUMAN RESOURCES (to complete):**

**Name:**……………………………………….**Signed**……………………………………….

**Date:**......................................................................

**PAYROLL (to complete):**

**Name:**.........................................................**Signed**………………………………….

**Date:**……………………………………………..

|  |
| --- |
| **Mat Leave Proform Completed: [ ]** **Pension Scheme:** USS **[ ]** NHS **[ ]**  |
| SAUL **[ ]**  |
|  |