

**Cost to the Authority of Current Occupational Maternity Pay and Occupational Adoption Pay Compared to Proposed Enhancement**

**Occupational Maternity Pay**

<b>Current Occupational Maternity Pay</b>			<b>Proposed Occupational Maternity Pay</b>	
39 weeks	6 weeks	90% of full pay	45 weeks	Full pay
	12 weeks	Half pay	2 weeks	Discretionary KIT days at full pay
	21 weeks	Statutory Maternity Pay	5 weeks	Annual leave at full pay
13 weeks	Unpaid		If KIT days or annual leave are not taken, then the remaining 7 weeks will be unpaid.	
52 weeks maximum leave			52 weeks maximum leave	
<b>Total cost of OMP for a firefighter:</b>			<b>Total cost of proposed OMP for a firefighter:</b>	
£5,192.02			£31,070.21	

**Occupational Adoption pay**

<b>Current Occupational Adoption Pay</b>			<b>Proposed Occupational Adoption Pay</b>	
39 weeks	1 week	Full salary	45 weeks	Full pay
	5 weeks	90% of average weekly earnings	2 weeks	Discretionary KIT days at full pay
	33 weeks	Lower rate of statutory adoption pay	5 weeks	Annual leave at full pay
13 weeks	Unpaid		If KIT days or annual leave are not taken, then the remaining 7 weeks will be unpaid.	
52 weeks maximum leave			52 weeks maximum leave	
<b>Total cost of OAP for a firefighter:</b>			<b>Total cost of OAP for a firefighter:</b>	
£701.90			£31,070.21	