

**Current Provision and Comparators**

**APPENDIX 2**

<b>CFRS Current Maternity Pay</b>	<ul style="list-style-type: none"> <li>• 6 weeks at 90% of salary (inclusive of SMP); +</li> <li>• 12 weeks at 50% salary plus lower rate SMP (not exceeding normal weekly pay); +</li> <li>• remaining 21 weeks at lower rate SMP (currently £140.98) +</li> <li>• After 39 Weeks – unpaid leave up to a maximum of 52 weeks off work.</li> </ul>
<b>CFRS Current Adoption Pay</b>	<ul style="list-style-type: none"> <li>• 1 week full salary (inclusive of SAP); +</li> <li>• 5 weeks at 90% of average weekly earnings</li> <li>• 33 weeks at lower SAP rate</li> <li>• After 39 Weeks – unpaid leave up to a maximum of 52 weeks off work.</li> </ul>

**COMPARATORS**

<b>Staffordshire FRS</b>	<ul style="list-style-type: none"> <li>• 39 weeks full pay (inclusive of SMP) +</li> <li>• 13 weeks half pay.</li> </ul>
<b>Cheshire Constabulary</b>	<ul style="list-style-type: none"> <li>• 18 weeks full pay</li> <li>• 21 weeks SMP</li> <li>• 13 weeks unpaid</li> </ul>
<b>Netflix</b>	<ul style="list-style-type: none"> <li>• Up to full 52 weeks paid leave</li> </ul>
<b>NHS Employers</b>	<ul style="list-style-type: none"> <li>• 8 weeks full pay</li> <li>• 18 weeks half pay plus SMP</li> <li>• 13 weeks lower rate SMP</li> <li>• 13 weeks unpaid</li> </ul>
<b>British Army</b>	<ul style="list-style-type: none"> <li>• 26 weeks full pay</li> <li>• Optional 13 weeks lower rate SMP</li> <li>• 13 weeks unpaid</li> </ul>
<b>Civil Service – Prison Service</b>	<ul style="list-style-type: none"> <li>• 26 weeks full pay</li> <li>• Optional 13 weeks lower rate SMP</li> <li>• 13 weeks unpaid</li> </ul>