

MATERNITY PAY

Example based on maternity starting from 1st Dec 23

Legacy College	Weeks	Payments	Notes	FP12 / £24,118 - 21 hours p/w	FP19 / £29,832 - 28 hours p/w	Point 5 / £43,357 - 35 hours p/w
North Highland (NH) ALL STAFF	Week 1 - 6	90% of salary	No SMP enhancement			
	Week 7 - 26	SMP + OMP = 90% of salary	Enhancement based on current SMP rate is uplifted from £172.48 per week to 90% of salary			
	Week 27 - 39	SMP only	No SMP enhancement			
	Week 40 - 52	OMP is equal to SMP weekly	Full enhancement £172.48 per week			
				SMP = £7829.4 OMP = £3890.36 TOTAL = £11719.76	SMP = £8913.42 OMP = £7503.76 TOTAL = £16417.18	SMP = £11162.40 OMP = £15000.36 TOTAL = £26162.76

Legacy College	Weeks	Payments	Notes		
Outer Hebrides (OH) SUPPORT STAFF	Week 1 - 6	90% of salary	No SMP enhancement		
	Week 7 - 18	Half salary plus SMP	Enhancement = 50% of salary		
	Week 19 - 39	SMP only	No SMP enhancement		
	Week 40 - 52	No pay	No SMP or enhancement		
				SMP = £7361.52 OMP = £1669.68 TOTAL = £9031.20	SMP = £8445.54 OMP = £2753.76 TOTAL = £11199.30

Outer Hebrides (OH) LECTURING STAFF	Weeks	Payments	Notes	
	Week 1 - 6	Full pay	Enhancement = 10% of salary	
	Week 7 - 13	Full pay	Enhancement based on current SMP rate is uplifted from £172.48 per week to full salary.	
	Week 14 - 39	SMP only	No SMP enhancement	
	Week 40 - 52	No pay	No SMP or enhancement	
				SMP = £10694.53 OMP = £4083.24 TOTAL = £14777.82

Legacy College	Weeks	Payments	Notes
West Highland (WH) ALL STAFF	Week 1 - 6	90% of salary	Enhancement based on current SMP rate is uplifted from £172.48 per week to 90% of salary
	Week 7 - 30	SMP only	No SMP enhancement
	Week 40 - 52	No pay	No SMP or enhancement

SMP = £7194.59

SMP = £8170.20

SMP = £10194.30