

# New Maternity Pay Agreed With LTU

Staff going on Maternity Leave in Lloyds TSB have always enjoyed enhanced maternity and family rights that have been negotiated and agreed between the Bank and LTU. These rights and benefits are in most areas superior to their basic legal entitlements. Following discussions with LTU those benefits have now been improved and from the 4th November, which is the implementation date for the new provisions, the new Occupational Maternity Pay scheme will provide for enhanced maternity and adoption pay for the overwhelming majority of staff.

Details of the new arrangements, which will be explained more fully in LTU's updated Maternity Guide, are as follows:

- At the moment staff going on Parental Leave for maternity or adoption either receive Statutory Maternity Pay or Statutory Adoption Pay which provides for 6 weeks at 90% of their average weekly earnings followed by the SMP/SAP standard rate, which is currently £112.75 for the next 33 weeks. Under the new arrangements staff will receive 6 weeks at 100% of pay followed by 20 weeks at 50% of pay and finally 13 weeks of SMP/SAP at the standard rate. To ensure that for example a member of staff going on maternity leave never receives less than her full SMP entitlement the Bank will calculate her entitlement under the old and new arrangements and she will receive the higher of the terms.
- Lets look at the impact of the new arrangements on staff in Bands 8, 7 and 6 covering the first 26 weeks of their maternity period when enhanced pay is payable. The average salaries for staff in these Bands are £14,999, £17,468 and £21,152 respectively. The current maternity pay provisions would provide for payments of £3,812, £4,068 and £4,451. Under the new maternity pay provisions staff in Bands 8,7 and 6 would be better off by £802, £1,305 and £2,056 respectively.
- The current qualification periods are being swept away and all staff going on maternity or adoption leave will be entitled to the new Occupational Maternity Pay rates regardless of their length of service.
- The new Occupational Maternity Pay Scheme will apply to all staff in the Group including those in the C&G but excluding those staff working in Offshore Banking where different legal systems apply. LTU will be discussing with Offshore Banking what element of the new maternity pay package, if any, can be applied to staff in Jersey, Guernsey and the Isle of Man.
- The provisions of the new policy will apply to all staff with a due date on or after the 4th November 2007. Those with a due date before the 4th November will be covered by the current policy regardless of whether they have commenced leave or not.

Members with any questions on the new Occupational Maternity Pay Scheme can contact the Union Bedford Office on 01234 262868 or email us at 24hours@ltu.co.uk.

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