

Scottish Terms and Conditions Committee

Ref: STAC(TCS01)2019

25 June 2019

To: Chief Executives,
Directors of Finance,
Directors of Human Resource:
NHS Boards and Special Health Boards,
NHS National Services Scotland (Common Services Agency), and
Healthcare Improvement Scotland.

CC: Members, Scottish Partnership Forum
Members, Scottish Terms and Conditions Committee
Members, Scottish Workforce and Governance Committee

Dear Colleague

MATERNITY PAY – RETROSPECTIVE PAY AWARD / REGRADING

A number of enquiries and concerns have been raised with STAC with regard to the calculation of maternity pay when there is a retrospective pay award or regrading.

All Boards should apply paragraph 15.23, sub-section i) and ii), of the Agenda for Change Handbook in the event of a regrading; such as the implementation of the new national Health Visitors grade which became effective from 3 December 2018. The paragraph number indicated above may change as a result of a planned revision to this Section of the Handbook. However, there are no plans to change this provision. For ease of reference, the text is as follows:

i) in the event of a pay award or annual increment being implemented before the paid maternity leave period begins, the maternity pay should be calculated as though the pay award or annual increment had effect throughout the entire Statutory Maternity Pay calculation period. If such a pay award was agreed retrospectively, the maternity pay should be recalculated on the same basis.

ii) in event of a pay award or annual increment being implemented during the paid maternity leave period, the maternity pay due from the date of the pay award or annual increment should be increased accordingly. If such a pay award was agreed retrospectively the maternity pay should be recalculated on the same basis.

Yours sincerely



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STAC Management Side Co-Chair



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