

Maternity, Adoption, Paternity - Pay and Leave... Time for Improvement

The current provision for Maternity, Paternity leave and pay within Sandwell MBC is barely above legal minimum provisions.

The legal minimum Maternity pay levels are 90% of earnings for 6 weeks followed by 33 weeks of Statutory Maternity Pay (SMP) or 90% of pay, whichever is *lowest*.

Sandwell's Occupational Maternity Pay Scheme is 6 weeks at 90%, followed by 12 weeks half pay and 21 weeks at SMP subject to returning to work. This leaves 13 weeks of maternity leave with no pay.

This is the best possible scheme provided by Sandwell MBC within 4 schemes in operation. Scheme 4 for employees with less than 26 weeks service at the qualifying week and no previous local government service are only entitled to 52 weeks **unpaid** maternity leave. (the legal minimum).

For Paternity leave Sandwell MBC pays 2 weeks on full pay if an employee has the required service. Otherwise, then they are entitled to 1 week at full pay and 1 week at statutory paternity pay rates.

South Yorkshire Police

Maternity Pay

- 26 weeks on full pay, followed by
- 13 weeks on statutory maternity pay

Transport for Greater Manchester

Maternity Pay

- 26 weeks on full pay, followed by
- 13 weeks on 50% of pay, followed by
- 13 weeks on 25% of pay

Paternity

- 5 weeks at full pay

Do you want to see an improvement in Sandwell's maternity, adoption, paternity pay and leave?

Click onto our survey

<https://survey.alchemer.eu/s3/90879890/Maternity-Adoption-Paternity-Pay-Leave>

4.1% agreed at Sandwell College

UNISON members overwhelmingly voted to accept a pay offer of 4.1% on all pay points at Sandwell College.

UCU members also voted to accept the offer. The award sees all full-time workers receiving £1,000+ on their pay.

The pay award is from 1 August and will be paid in September's salaries with a month's back pay. The pay points and grades for professional staff are here [College prof staff pay grades 2025-26](#)

A New Year at School

Just in case you missed the newsletter during the school summer holidays, the NJC pay award for 2025/26 has been settled. The new pay points by Sandwell grades, including the new hourly rate of pay can be found here [NJC-2025-26-pay-award-by-Sandwell-Grades-1.pdf](#)

If your school hasn't introduced these then please let us know.

Electing a New Leader

All members will receive a vote for who will lead UNISON nationally for the next 5 years. This person is known as the General Secretary.

The ballot opens on 28 October 2025 and runs until 25 November 2025. The results will be announced on 17 December 2025.

Sandwell General Branch has nominated Andrea Egan for General Secretary.

Make sure you and your colleagues are members of Sandwell's biggest trade union

UNISON

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