

Maternity and Adoption

Global Renewables Lancashire Operations Limited (GRLOL) will ensure all legislative requirements are fulfilled in regard to pregnant employees and employees who adopt children.

GRLOL shall provide:

- 52 week's statutory maternity/adoption leave
- Time off for ante-natal care
- Maternity / adoption leave provisions for up to 52 weeks and this is made up of Ordinary Maternity Leave and Additional Maternity Leave, each being of 26 weeks in duration
- Statutory Maternity Pay
- Right to return to work after childbirth/adoption to the same job role with the same terms and conditions and status as if the employee had not been absent. In the case this is not practical in the Additional Maternity Leave period, a job role that is similar and has the same or enhanced terms and conditions to those previously enjoyed.
- A full and thorough risk assessment shall be carried out at the point GRLOL has been informed in writing that an employee is pregnant and GRLOL shall continue to assess the employee's health throughout the pregnancy and after should the employee be breast feeding.
- Right to retain/accrue company benefits including pension provided the employee is being paid. Where no payment of Statutory Maternity Pay is payable no employer contributions shall be made.
- Provide up to 10 working days as Keeping in Touch days that shall be paid as if the employee was working but shall include the Statutory Maternity Payment for that day.
- Shall be protected from unfair treatment is directly or indirectly related to the employee's pregnancy or absence due to pregnancy.
- Employees shall be entitled to take their annual leave either before the maternity period or after but shall not be allowed to carry over holidays or be paid in lieu of them being taken.
- All terms and conditions are protected except payment for the duration of the maternity period.

In order to qualify for these terms GRLOL shall request from employees notification of pregnancy and leave requests in writing. For Statutory Maternity Pay provisions a MATB1 form shall be required.

GRLOL shall remain in contact with the employee during the maternity/adoption leave to update the employee of any changes to the business, job opportunities or general information.

Please refer to the procedure for more information: [SOP-TL-HR-000-6004 Maternity Provisions](#)