This information sheet sets out your rights to sick leave, sick pay and Statutory Sick Pay if you are ill during pregnancy, maternity leave and on return to work.

It also looks at parents’ rights if you are ill during shared parental leave.

**Sickness during pregnancy**

*Can I get sick pay if I am off sick during pregnancy?*

You have the same rights to paid sick leave as any other employee (apart from the last four weeks of pregnancy, see next question). If you are not well during your pregnancy, you should follow your employer’s normal sickness reporting procedures. Your employer must record any pregnancy-related sickness absence separately from other sick leave, so that pregnancy-related sickness absence is not used as a reason for disciplinary action, dismissal or redundancy.

You are entitled to receive the same sick pay as other employees. If you qualify, you will be entitled to Statutory Sick Pay (SSP). If your employer normally pays sick pay, over and above SSP, you should be entitled to that in the usual way. If your employer refuses to pay sick pay during pregnancy, you could have a claim for sex discrimination. You are entitled to however much sick pay is stated in your contract. Once you have used that up, you should be entitled to SSP. See the question below about maternity pay and SSP.

*How much is Statutory Sick Pay (SSP)?*

SSP is £89.35 per week (April 2017-April 2018). SSP is paid by your employer once you have been off for four or more days in a row, including non-working days. You do not receive SSP for the first three qualifying days. If you take more sick leave in the next eight weeks you do not have to wait for three qualifying days.

To qualify for SSP you need to earn at least £113 a week (April 2017-2018) on average in the eight weeks before you fall ill. SSP is payable for up to 28 weeks. If you are not entitled to SSP your employer should give you form SSP1. You may be able to claim Employment Support Allowance instead.

You continue to accrue annual leave during sick leave and you can ask to take some of your annual leave during sick leave, for example, if you want to have a period on full pay during the calculation period for Statutory Maternity Pay, see below.

For more information on Statutory Sick Pay and how to calculate it see [www.gov.uk/statutory-sick-pay](http://www.gov.uk/statutory-sick-pay)

*Do I have to start my maternity leave early if I am off sick?*

It is normally up to you to decide when you wish to start your maternity leave. However, if you are off sick with a pregnancy-related illness in the last four weeks before your expected week of childbirth, your employer can ask you to start your maternity leave – see box below for how to work it out.

Your employer can ignore the odd days of illness, if they wish, for example, if they have organised maternity cover and you were not due to start maternity leave until nearer the birth. If you do have to start your maternity leave in the last four weeks of pregnancy, you should give your employer notice, as soon as reasonably practicable, of the start of your leave and that you are absent because of pregnancy-related illness. Your maternity leave and pay will start on the day after the first day of absence from work.

**To work out the last four weeks of pregnancy:**

Find the Sunday at the start of your expected week of childbirth. Count back four Sundays. This is the start of the 4th week before the week your baby is due.

**What is a pregnancy-related illness?**

A pregnancy-related illness includes any condition that is linked to your pregnancy. If you or your employer are unsure, you should seek advice from your GP.
Your rights to maternity leave and pay

All employees are entitled to 52 weeks maternity leave.

You will qualify for Statutory Maternity Pay (SMP) if you have been employed in the same job for at least 26 weeks by the end of the 15th week before your baby is due and you earn at least £113 per week (April 2017- April 2018) on average in the calculation period for SMP. SMP is paid for 39 weeks. You get 90% of your average earnings for the first six weeks. You will then get a flat rate of £140.98 per week (April 2017 to April 2018) for 33 weeks or 90% of your average earnings if you earn less than £140.98.

If you do not qualify for SMP you may be able to claim Maternity Allowance (MA) from the Jobcentre Plus. This is paid for 39 weeks at the flat rate of £140.98.

If I am ill during my pregnancy will it affect my maternity pay?

Your SMP could be affected if you are off work or your earnings are reduced during the calculation period for SMP. See the box below for how to work out the calculation period for SMP.

The first 6 weeks of your SMP will be paid at 90% of your average earnings during the calculation period. If your average earnings during the calculation period are lower than normal because you were receiving SSP during part of the period, your SMP during the first six weeks will be reduced.

If you received SSP during the whole of the calculation period, your average earnings will be below the Lower Earnings Limit of £113 (April 2017-April 2018). This means that you will not qualify for SMP from your employer but you should apply to your local JobCentre Plus for Maternity Allowance or phone the JobCentre Plus claim line on 0800 055 6688. For more information on maternity pay, see Maternity Pay Questions.

You continue to accrue annual leave during sick leave and you are entitled to take annual leave if you are off sick, so you could book some annual leave during the calculation period if it would help to boost your earnings for Statutory Maternity Pay. If you are not sure how to work it out you should get advice, see Where to go for more help.

Calculation period for SMP

The calculation period for SMP is the eight weeks (if you are paid weekly) or two months (if you are paid monthly) before the end of the qualifying week.

The qualifying week is the 15th week before the week your baby is due. Find the Sunday immediately before the day your baby is due and count back 15 weeks. That is your qualifying week. If your baby is due on a Sunday, count back 15 weeks from your due date.

My job is very tiring, do I have to take sick leave or maternity leave?

You should not have to take sick leave if you are well enough to go to work. Taking sick leave unnecessarily can reduce your maternity pay (if you receive SSP) or can trigger your maternity leave early (from 36 weeks). You are entitled to health and safety protection during your pregnancy. Your employer should look at whether there are any risks to your health and safety, for example, standing for long periods. Your employer has a duty to make reasonable adjustments to your job and to alter your working conditions or hours of work. If there is still a risk to your health and safety your employer must offer you suitable alternative work or suspend you on full pay. For more information, see Health and safety during pregnancy and on return to work.

Can I work up to the birth of my baby?

Yes, it is up to you to choose when you wish to start your maternity leave. You can work up to the birth and your employer must continue to monitor any health and safety risks at work up to the birth. If you are off sick with a pregnancy-related illness or suspended on health and safety grounds in the last 4 weeks your employer can start your maternity leave.

Can my employer dismiss me if I take sick leave during pregnancy?

No, it is automatic unfair dismissal and pregnancy discrimination to dismiss a woman for a reason connected to her pregnancy. This applies from day one of your employment and regardless of how many hours you work. Casual workers, agency workers, freelancers and self-employed women are also protected against discrimination.

Sickness during maternity leave

Can I claim contractual sick pay during maternity leave?

No, you are not entitled to ‘remuneration’ during maternity leave (OML and AML). ‘Remuneration’ means your normal pay and includes contractual sick pay. If you wish to receive contractual sick pay, instead of your maternity pay, you will have to give eight weeks notice to end your maternity leave early and then follow your employer’s sickness procedures to receive contractual sick pay.

If you have returned to work early and you are off sick during the SMP/Maternity Allowance period, you will go back on to SMP/Maternity Allowance if you are absent from work for a week or more during your 39 week maternity pay period. If you normally receive contractual sick pay from your employer, your employer must top up the SMP/Maternity Allowance to your full pay.

Once you are well enough to work you will have to return to work as you cannot go back onto maternity leave and pay. If you or your partner are entitled to shared parental leave you may be able to take shared parental leave up to 52 weeks from the birth if you ended your maternity leave early and you now wish to take some more leave. You will need to give the correct notice in order to be able to take shared parental leave. For more information, see Shared parental leave and pay.

For more information, see Maternity Action information sheet Sickness during pregnancy and maternity leave March 2017.
Can I claim Statutory Sick Pay (SSP) during maternity leave?

If you normally get SSP when you are off sick, you cannot get SSP during the 39 week Statutory Maternity Pay/Maternity Allowance period as you will be paid SMP/MA for any week of absence during the maternity pay period. If you do not qualify for SMP/MA you still cannot get SSP for the first 18 weeks. Government guidance (see HM Revenue and Customs and Department for Work and Pensions) suggests that SSP is payable during AML if:

- your period of sickness begins after the end of the 39 week maternity pay period (18 weeks if you do not qualify for SMP/MA), and
- you meet the normal qualifying conditions for SSP.

In practice, it is difficult to meet the qualifying conditions for SSP during AML because your period of sickness MUST begin after the end of the maternity pay period and you must earn at least £111 a week on average in the eight weeks immediately before your period of sickness begins. Contractual maternity pay and SMP count as earnings, but not Maternity Allowance.

Advice from HMRC and DWP suggests that you do not have to end your maternity leave to receive SSP but can continue to receive it during AML if you meet the qualifying conditions. The SSP Regulations state that in order to qualify for SSP you must be in ‘gainful employment’. Although you are still counted as being an employee during AML, it is not clear whether you are counted as being in ‘gainful employment’ during AML and each case will be considered on an individual basis.

If you think you qualify for SSP during your AML, you should provide your employer with a sick note and follow your employer’s usual sickness procedures. If your claim for SSP is refused, your employer should give you form SSP1 and you should seek advice. You can appeal to HM Revenue & Customs. While the law remains unclear, you can only be sure of qualifying for SSP after the maternity pay period if you meet all the normal qualifying conditions for SSP and your maternity leave has ended.

Do I have to pay back my maternity pay if I do not go back to work?

You can get SMP and MA for 39 weeks even if you do not plan to go back to work or if your employment ends during the SMP/MA period, for example, if you are made redundant. You do not have to pay SMP or MA back if you decide not to return to work.

If your employer has given you extra contractual maternity pay you only have to repay it if that was agreed in advance or specifically stated in your maternity policy. You only ever have to repay the extra contractual pay, never the SMP/MA part of your maternity pay.

Do I have to tell my employer how much maternity leave I am going to take?

No, your employer should assume that you will be taking all of the maternity leave to which you are entitled. If you decide not to take all of your maternity leave you should give your employer notice that you are returning to work early. If you are not well enough to return to work after maternity leave you can take sick leave in the normal way.

Do I have to give notice of my return from maternity leave?

You do not need to give any notice of return if you are going back to work at the end of maternity leave. You simply go to work on the day that you are due back which will be the day after the end of the 52 week period.

If you want to return to work before the end of your maternity leave, you must give your employer at least 8 weeks notice of the date you will be returning. If you return to work without giving 8 weeks notice, your employer is entitled to postpone your return for the full notice period but your employer cannot postpone it beyond the end of your maternity leave period.

What should I do if I do not want to go back to work?

You should resign in the normal way, giving the notice required by your contract or the notice period that is normally given in your workplace. If you do not have a written contract or nothing has been said you should give at least a week’s notice. For more information see Resigning during pregnancy and maternity leave.

Sickness after the end of maternity leave

What happens if I need more time off work?

If you are not well enough to return to work you are entitled to take sick leave as normal. However, once you are well enough to return to work, you cannot stay off work after your maternity leave has ended as you will lose your right to return to work if you do not go back at the end of your 52 weeks’ leave.

If you need more time off you could:

- ask your employer if you can take annual leave immediately after your maternity leave. All employees are entitled to at least 28 days paid annual leave. This can include paid Bank Holidays. Annual leave should be agreed with your employer in the normal way and you should not be treated less favourably because you have been away on annual leave. Your normal holiday entitlement continues to accrue during maternity leave so you may have some holiday owing to you.
- ask your employer if they will agree to a further period off work.

You should ask your employer to confirm this agreement in writing and to confirm that you will have the right to return to the same job.

- take some unpaid parental leave at the end of your maternity leave. You are entitled to take up to 18 weeks parental leave up until your child’s 18th birthday. Parental leave can normally only be taken in blocks of a week, up to four weeks a year but your employer may be more flexible. You must give at least 21 days notice to take parental leave. Parental leave is usually unpaid unless your employer offers paid leave. You
need to have worked for your employer for one year to qualify for parental leave.
If you returned to work early but now wish to take some more leave, you could give notice to take shared parental leave. For more information, see Shared parental leave and pay.

What happens to my annual leave if I have been on maternity leave and sick leave for a long time?
You continue to accrue annual leave during sick leave and maternity leave. This means that you continue to build up your normal holiday entitlement as it you were still at work. Under the Working Time Regulations all workers are entitled to 28 days statutory annual leave. If you get more than 28 days holiday a year, the extra leave is contractual leave which is provided by your employer.

If you have been away from work for a long time because of sick leave and/or maternity leave, you may have accrued a large amount of leave. You will need to discuss with your employer when you can take this leave. You can take annual leave during sick leave, so you could ask to receive some paid holiday during your sick leave. You are entitled to carry forward 28 days annual leave if you cannot take it because of sick leave.

You cannot take annual leave during maternity leave. However, you can end your maternity leave early, if you wish, in order to go on to some paid annual leave. You must give at least 8 weeks’ notice to end your maternity leave early and you must agree your annual leave with your employer in the usual way. It is a good idea to talk to your employer early in your pregnancy to agree when you will be taking your annual leave so that you can both plan in advance.

If you have returned to work early you and/or your partner may be able to take some shared parental leave within the first year from your baby’s birth. For more information, see Shared parental leave and pay.

If you are unable to take all your annual leave in the leave year because of absence on maternity leave, shared parental leave or other types of parental leave, the government advises that employers should allow you to carry forward up to 28 days statutory leave to the next leave year, see www.gov.uk/holiday-entitlement-rights/calculate-leave-entitlement.

If your employer offers more than the statutory minimum of 28 days annual leave, it is up to your employer how much of your contractual annual leave (over and above the statutory 28 days) you can carry forward so you should check your contract or talk to your employer.

It may be maternity discrimination to refuse to allow a woman to carry forward any outstanding leave because of maternity leave. You should seek legal advice if you wish to make a claim. See below for where to go for more help.

Am I entitled to sick pay if I cannot return to work at the end of maternity leave?
If your employer normally pays sick pay when you are off sick, you are entitled to receive sick pay if you are not well enough to return to work at the end of your maternity leave (either OML or AML). You should follow your employer’s normal sickness reporting procedures at the end of maternity leave.

You will need to check your employer’s sick pay policy to find out how long their sick pay lasts. If you remain off sick for longer than your employer’s sick pay lasts, you may then be able to get Statutory Sick Pay or Employment and Support Allowance (formerly Incapacity Benefit) or other means-tested benefits.

If you do not qualify for SSP your employer should give you form SSP1. You may get Employment and Support Allowance. You should get advice from your local Jobcentre Plus or Citizens’ Advice Bureau.

Can my employer dismiss me if I am not well enough to return to work after maternity leave?
Once your maternity leave has ended you are treated as if you are ‘back at work’ even if you are not well enough to actually go into work. You should be treated in the same way as any other employee who is off sick. You and your employer should follow the normal sickness procedures. You are protected against unfair dismissal and sex discrimination. You must contact ACAS Early Conciliation on 0300 123 11 00 before making a tribunal claim.

For more information, see Dealing with problems at work.

What if I am off sick for a long time?
If you are off sick for a long time, your employer’s normal sickness policy applies. However, when calculating your time off sick, your employer should not take into...
account any pregnancy-related sickness absences or your time off on maternity leave. You may have a claim for unfair dismissal, pregnancy discrimination or maternity discrimination if you are dismissed because of pregnancy-related sickness absence or absence on maternity leave.

**What happens if I need time off to care for my child after I return to work?**

In addition to time off listed above, you are also entitled to urgent unpaid leave to care for a dependant in an emergency. The leave can be used if a dependant falls ill, gives birth or is injured or there is a sudden problem with arrangements for care of the dependant (e.g. if your childminder falls ill). You are only entitled to take the time off necessary to deal with the emergency and to make arrangements for the care of the dependant. You should tell your employer why you are absent as soon as possible and when you expect to return to work.

**Can I ask to reduce my working hours on return to work?**

All employees who have been employed by their employer for at least 26 weeks have the right to ask for flexible work. You can ask for changes to your hours of work, your days of work or your place of work. You need to make an application to your employer. Information and application forms can be found on the government website [www.gov.uk/flexible-working](http://www.gov.uk/flexible-working). Any changes agreed will normally be permanent, unless you and your employer specifically agree to a temporary change. If you want to reduce your hours for a few months to ease the transition back to work after a period off sick, you must make sure that this is agreed with your employer from the outset.

For more information, see [Child-friendly working hours](http://www.gov.uk/flexible-working).

You will need to think carefully about what type of flexible work you want and how it would fit in with your job. Your employer must seriously consider your request and can only refuse for certain business-related reasons e.g. where it would have a detrimental effect on customers or on performance.

If your employer refuses your request you can appeal and you should seek advice from one of the organisations listed below.

If your employer still refuses, you may be able to resolve it through mediation, see ACAS. You may have a claim for indirect sex discrimination if your employer refuses to allow flexible work for childcare reasons.

You may have a claim for disability discrimination if your employer treats you less favourably because of a disability or refuses to make reasonable adjustments to your job. Sickness by itself is not a disability but disability includes a physical or mental impairment which has a substantial and long-term adverse effect on your ability to carry out normal day-to-day activities.

**Sickness during shared parental leave**

**What happens if I am off sick during shared parental leave?**

If you call in sick during shared parental leave and you meet the qualifying conditions for Statutory Sick Pay, your employer must pay you Statutory Sick Pay instead of Statutory Shared Parental Pay (ShPP). If you have been receiving SMP, Statutory Paternity Pay or ShPP it will count as earnings for calculating your entitlement to Statutory Sick Pay. However, you should note that Statutory Sick Pay is paid at the rate of £89.35 per week (April 2017-April 2018).

If your employer pays contractual sick pay, you must end your SPL and return to work in order to qualify for contractual sick pay.

**Can I get sick pay in between periods of shared parental leave?**

Yes, you are back at work and should be treated in the same way as other employees who are off sick. However, if the mother has returned to work early or is in between periods of shared parental leave and she is off sick during the 39 week SMP/Maternity Allowance period, she will go back on to SMP/Maternity Allowance if she is absent from work for a week or more during her 39 week maternity pay period. If she normally receives contractual sick pay from her employer, her employer must top up the SMP/Maternity Allowance to her full sick pay.

Any SMP or MA the mother receives as a result of sickness after returning to work during the maternity pay period will not reduce the number of weeks of SPL and/or ShPP available to you and your partner as the amount of shared parental leave and pay you can take is based on the date of your return to work.

**Can I take annual leave in between periods of shared parental leave?**

Yes, if you are intending to take some shared parental leave you can take annual leave in between periods of maternity leave or shared parental leave when you are back at work, for example, 26 weeks maternity leave, return to work, 2 weeks annual leave, 6 weeks shared parental leave, return to work, 2 weeks annual leave. You must agree the annual leave with your employer in the usual way.

For more information, see [Shared parental leave and pay](http://www.gov.uk/flexible-working).

If you are unable to take all your annual leave in the leave year because of absence on shared parental leave or other types of parental leave, the government advises that employers should allow you to carry forward up to 28 days statutory leave to the next leave year. See [www.gov.uk/holiday-entitlement-rights/calculate-leave-entitlement](http://www.gov.uk/holiday-entitlement-rights/calculate-leave-entitlement).

If your employer offers more than the statutory minimum of 28 days annual leave, it is up to your employer how much of your contractual annual leave (over and above the statutory 28 days) you can carry forward so you should check your contract or talk to your employer.
If you are not allowed to carry forward your annual leave you should seek legal advice. See below for where to go for more help.

**Benefits**

**Are there any other benefits I can claim?**

Once your baby is born you can claim Child Benefit. Families in receipt of Child Benefit will be subject to a high income child benefit charge if one or more parent earns over £50,000.

Working and non-working families may be able to claim Child Tax Credit and/or Working Tax Credit, depending on your family income. If you are off sick and receiving SSP you are treated as working, so you may qualify for Working Tax Credit. For more information and an application form, telephone the Tax Credit Helpline on 0300 055 6688 (offers telephone interpreting service)

**Maternity Action**

Advice on maternity and parental rights and benefits

www.maternityaction.org.uk

Helpline 0808 802 0029

**ACAS**

For advice on employment rights or for Early Conciliation if you are thinking of making a tribunal claim

www.acas.org.uk

Helpline: 0300 123 11 00 (offers telephone interpreting service)

**Citizens’ Advice**

For information about your rights and to find details of local advice bureau

www.citizensadvice.org.uk

Factsheets available in English, Welsh, Bengali, Gujarati, Punjabi, Urdu and Chinese

The CAB is currently developing a national advice phone service. If you live or work in Wales call 03444 77 20 20. For England, call 03444 111 444 or check your local bureau's contact details as it is not available in all areas yet.

**Civil Legal Advice**

If you are eligible for legal aid you can get free legal advice on 0345 345 4 345 (offers translation service). To check your eligibility see www.gov.uk/civil-legal-advice

To search for specialist legal advisers or solicitors in your area see find-legal-advice.justice.gov.uk

**Equalities and Human Rights Commission (EHRC)**

For information and advice about discrimination law

www.equalityhumanrights.com

For information for employees and employers about pregnancy and maternity rights in the workplace see:


Lawyers can get specialist help with discrimination claims from the EHRC Lawyers Referral Helpline 0161 829 8407.

**Equality Advisory Support Service**

Help and advice on discrimination and human rights

www.equalityadvisoryservice.com

Helpline: 0808 800 0082

Textphone: 0808 800 0084

Mon.- Fri. 9am – 7pm

Sat. 10am – 2pm

**GOV.UK**

The government’s online information service

www.gov.uk

**JobCentre Plus Claim Line**

Telephone benefit claims, including Maternity Allowance,

0800 055 6688 Mon. – Fri. 8am – 6pm

**Insolvency Service**

What you can claim when your employer goes out of business: www.gov.uk/your-rights-if-your-employer-is-insolvent/claiming-money-owed-to-you

National Insolvency Unit Helpline 0300 678 0015/0017

Companies House 0303 1234 500

Redundancy payments enquiry line 0330 331 0020

Payments of SMP/SAP/SPP/ShPP or Statutory Sick Pay 03000 560 630

**Tax Credit Helpline**

For information and claims for Child Tax Credit and Working Tax Credit (including help with registered childcare costs) for working and non-working families.

Helpline 0345 300 3900
HM Revenue & Customs
For queries about Statutory Maternity Pay, Statutory Adoption Pay and Statutory Paternity Pay:
Employee’s helpline 0300 200 3500
Employer’s helpline 0300 200 3200

For detailed guidance for employers on SMP, SAP, SPP and Statutory Sick Pay see
www.gov.uk/government/collections/statutory-pay

Statutory Payments Dispute Team
Claims for Statutory Maternity, Paternity, Adoption Pay and Statutory Sick Pay when employer is insolvent or refuses to pay.
Room BP 3202, Benton Park View, Longbenton, Newcastle upon Tyne, NE98 1YS.
Tel. no. 03000 560 630

Working Families
For information and advice on benefits and rights at work, see
www.workingfamilies.org.uk
Helpline 0300 012 0312

Your Employment Settlement Service
For advice and help with settling disputes at work, including 15 minutes free advice, see
www.yesslaw.org.uk
Tel. 020 3701 7530/7531

This information sheet was produced in March 2017. It is important to get up-to-date advice.

More Maternity Action information sheets
Pregnant at work 2017 – a brief guide to your rights to maternity leave and pay
Rights at work for fathers and partners – a brief guide to rights for fathers and partners
Shared parental leave and pay – new rights to share leave and take leave more flexibly
Time off for working parents – rights to paternity leave, parental leave and time off in an emergency
Child friendly working hours – rights to ask for changes in your working hours to fit with your childcare or other caring responsibilities
Money for parents and babies – benefits and tax credits for working and non-working families
Maternity pay questions – how to qualify for Statutory Maternity Pay, Maternity Allowance and Employment and Support Allowance.
Rights for parents with more than one job – rights for parents working more than one job
Redundancy during pregnancy and maternity leave – your rights if you are made redundant
Keeping in touch during leave – a guide to working KIT days during maternity and adoption leave and SPLIT days during shared parental leave
Dealing with problems at work – a guide for new parents and parents-to-be on how to deal with problems at work
Pregnancy discrimination – what is pregnancy discrimination and what you can do about it
Discrimination during maternity leave – what you can do about discrimination during maternity leave
Pregnant during maternity leave – your rights if you become pregnant again whilst still on maternity leave
Resigning during pregnancy and maternity leave – what to do if you wish to resign
Breastfeeding on return to work – your rights if you wish to continue breastfeeding on return to work
Sickness during pregnancy and maternity leave – rights and benefits during sick leave
Health and safety during pregnancy and on return to work – health and safety protection for new and expectant mothers
Breastfeeding in public places – your right to breastfeed when you are out and about
Agency workers – maternity and parental rights and benefits
Apprentices – maternity and parental rights and benefits
Adoption leave and pay – rights for parents
Time off and pay for parents in surrogacy arrangements

Polish language information - rights at work for mothers, fathers and partners.
Spanish language information – your rights at work

Maternity rights for migrants – information for EU nationals and other migrants

Maternity rights for refugees, asylum seekers, refused asylum seekers and women with no recourse to public funds - information sheets for migrants subject to immigration control

Zero hours contracts – rights to time off and pay for parents on zero hours contracts
Premature births – maternity and parental rights when your baby is born early
Miscarriage, stillbirth and neonatal death – rights to time off and pay if you have suffered a miscarriage, stillbirth or your baby does not survive

Available at www.maternityaction.org.uk