



**Hampshire  
& Isle of Wight**  
FIRE & RESCUE SERVICE

**Information Compliance Team**

Headquarters  
Leigh Road  
Eastleigh  
Hampshire  
SO50 9SJ

Sent by email to:

[REDACTED]

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t. 02380 644000  
e. DP@hantsfire.gov.uk  
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Date: 15 November 2023

Our Reference: FOI 100 23-24

Enquiries to: Information Compliance Officer

**Freedom of Information Act 2000**

Dear [REDACTED]

We are writing in respect of your application for the release of information held by the Service, which we received on 19 October 2023. We can confirm that we have now completed our search for the information requested.

***You asked:***

*We are collecting information about maternity leave pay for firefighters in your fire and rescue service. Below is the information we would like to obtain from you under the Freedom of Information Act.*

*We would like to receive data relating to maternity leave pay made by your fire and rescue service, the below questions cover the 52 week period (Ordinary Maternity Leave and Additional Maternity Leave):*

- 1. What pay does a firefighter receive for first 6 weeks (inclusive) of maternity leave?*
- 2. What pay does a firefighter receive for the next 12 weeks (inclusive) of maternity leave?*
- 3. What pay does a firefighter receive during for the next 21 weeks (inclusive) of maternity leave?*
- 4. What pay does a firefighter receive during for the remaining 13 weeks (inclusive) of maternity leave?*
- 6. Attach a copy of your most recent FRS maternity policy.*

**Our answer:**

We can confirm that we hold the information requested, the answers to all these questions can be found within the attached Maternity procedure. The answers for questions 1 through 4 inclusive can be found on page 14 in Appendix A.

Please be aware that we have redacted the personal data from this document as it would be unfair, within the meaning of the UK GDPR to provide this information to the world at large in response to this request. Consequently, we are refusing to provide this information as per Section 40 of the Freedom of Information Act 2000.

**You asked:**

5. *As of 01/07/23 the salary for a competent firefighter is £36,226, what pay would a firefighter receive for 12 months maternity leave? Please can you state a numerical figure with a corresponding breakdown.*

**Our answer:**

The estimated total amount of maternity pay a firefighter would receive for 12 months of maternity leave is £22,030.42. Please find breakdown in the table below. This data has been calculated assuming the firefighter starts maternity leave on 1 January 2024.

Maternity Pay Estimate

Month	OMP	SMP	Total Maternity Pay
Jan-24	£300.07	£2,776.66	£3,076.73
Feb-24	£1,449.44	£1,428.79	£2,878.23
Mar-24	£2,312.89	£763.84	£3,076.73
Apr-24	£2,013.42	£739.20	£2,752.62
May-24	£1,538.36	£763.84	£2,302.20
Jun-24	£1,488.74	£739.20	£2,227.94
Jul-24	£1,538.36	£763.84	£2,302.20
Aug-24	£1,538.36	£763.84	£2,302.20
Sep-24	£397.00	£714.56	£1,111.56

Oct-24	£0.00	£0.00	£0.00
Nov-24	£0.00	£0.00	£0.00
Dec-24	£0.00	£0.00	£0.00

The above concludes our investigation into this matter.

Any future correspondence with Hampshire and Isle of Wight Fire and Rescue Service in relation to this matter should be sent to the Information Compliance Officer at the above address.

If for whatever reason you are unhappy with our response you may request an internal review by contacting [DP@hantsfire.gov.uk](mailto:DP@hantsfire.gov.uk) or by writing to the Data Protection Officer at the above address.

Should you remain dissatisfied you can appeal against the internal review decision by contacting the Information Commissioners Office. This can be done online at [www.ico.org.uk/foicomplaints](http://www.ico.org.uk/foicomplaints) or by post to The Information Commissioner, Wycliffe House, Water Lane, Wilmslow SK9 5AF.

Yours sincerely

Information Compliance Officer  
Hampshire and Isle of Wight Fire and Rescue Service