

## **Maternity Leave**

Under the Employment (Jersey) Law 2003, Maternity Rights took effect from 1<sup>st</sup> September, 2015.

An employee who (at the beginning of the week in which she expects to give birth) has:

- Less than 15 months service has the right to 2 weeks paid Compulsory Maternity Leave (CML) and the right to take an additional 6 weeks Ordinary Maternity Leave (OML) unpaid.
- More than 15 months service has the right to 2 weeks paid Compulsory Maternity Leave (CML) and the right to take an additional 16 weeks Ordinary Maternity Leave (OML) unpaid.

The full Maternity Rights can be accessed via the JACS website

[http://www.jacs.org.je/legislation/employment-\(jersey\)-law-2003/14-maternity-rights/](http://www.jacs.org.je/legislation/employment-(jersey)-law-2003/14-maternity-rights/)

In addition to the legislation surrounding Maternity Rights in Jersey, the Jersey Child Care Trust has implemented its own Maternity Policy which requires that Nannies return to work NO earlier than 12 weeks following the birth of their child. For further information on The JCCT Maternity Policy, please contact us on 629901 or [info@jcct.org.je](mailto:info@jcct.org.je).