



**19 November 2025**

**Request:**

1. Please send your fire and rescue service maternity policy or other relevant policy document, in place on 1 July 2025.
2. If your maternity pay arrangements have changed between 1 July 2025 and 17 October 2025, please send the revised policy as well as the previous one.
3. Please confirm that the fire and rescue service has implemented the National Joint Council pay agreement 2024, which means that competent wholetime women firefighters on maternity leave receive 26 weeks full pay?
4. How many weeks full pay maternity leave did your fire and rescue service pay on 1 July 2025? Please also tell us if this has improved since then and by how much.

**Response:**

1. Please see attached document: A24 Maternity Leave and Pay
2. Maternity pay arrangements have not changed between 1 July 2025 and 17 October 2025.
3. NFRS can confirm that the National Joint Council pay agreement 2024 is offered, as detailed in the attached policy A24.
4. A search has been conducted of the data held between the dates 1 July 2024-1 July 2025. NFRS had one individual on Maternity Leave who did not qualify for Occupational Maternity Pay. Improvements have been made to maternity pay arrangements as outlined in policy A24.

Northamptonshire Fire and Rescue Service systems are designed primarily for the management of individual cases and not for the production of statistical information for Freedom of Information responses.

If you decide to write an article/use the enclosed data, we ask you to take into consideration the factors highlighted in this document so as to not mislead members of the public or official bodies or misrepresent the relevance of the whole or any part of this disclosed material.



**Northamptonshire**  
Police



**Northamptonshire**  
Police, Fire & Crime  
Commissioner



**Northamptonshire**  
Fire & Rescue Service

## **APPEAL RIGHTS**

If you are unhappy with how your request has been handled or you do not think the decision is correct, you have the right to ask for a review of the decision.

Prior to lodging a formal appeal you are welcome and encouraged to discuss the decision with the case officer that dealt with your request.

Ask to have the decision looked at again

The quickest and easiest way to have the decision looked at again is to telephone the case officer. That person will be able to discuss the decision, explain any issues and assist with any problems.

### **Appeal**

If you are dissatisfied with the handling procedures or the decision that the Service have made under the Freedom of Information Act 2000 (the Act) regarding access to information, you can lodge an appeal with the Service to have the decision reviewed.

Appeals should be made in writing within 20 days of receipt of your reply and either emailed to [freedomofinformation@northants.police.uk](mailto:freedomofinformation@northants.police.uk) or addressed to:

**Freedom of Information Manager**

**Information Unit**

**Darby House**

**Darby Close**

**Park Farm Industrial Estate**

**Wellingborough**

**NN8 6GS**

Where possible the Service will aim to respond to your appeal within 20 working days.

However, meeting this time scale will depend upon the circumstances and complexity of the issue.

## **The Information Commissioner**

After lodging an appeal with the Service, if you are still dissatisfied with the decision, you may make an application to the Information Commissioner for a decision on whether the request for information has been dealt with in accordance with the requirements of the Act.

For information on how to make an application to the Information Commissioner please visit their website at [www.ico.org.uk](http://www.ico.org.uk) Alternatively, telephone or write to:

Information Commissioner's Office

Wycliffe House

Water Lane

Wilmslow

Cheshire

SK9 5AF Phone: 0303 123 1113