

TREASURY

The Hon. Member for Douglas East, Ms Faragher, to ask The Minister for the Treasury:

“What the basis of Government responsibility for funding maternity leave is: how the funding source and payment level compare with neighbouring jurisdictions: and whether any alternative approaches are being considered.”

Question W-202501-1978 published on 07/11/2025; Answer published on 20/11/2025.

The Minister for the Treasury (Dr Allinson):

On the Isle of Man, employers are not statutorily required to pay their employees during periods of maternity leave. However, this does not prevent an employer from offering payment through a contractual agreement or other arrangement at their discretion.

Employees may be eligible to claim maternity allowance from the Social Security Division of the Treasury which is currently worth up to £250 a week, can be paid for up to 39 weeks and is paid for out of the Manx National Insurance Fund. More information is available at: <https://www.gov.im/categories/benefits-and-financial-support/families-and-children/maternity-allowance/>

Although this approach differs from the system in the United Kingdom, it is worth noting that UK employers operate under a scheme that allows them to reclaim costs incurred through statutory maternity pay from the Government. Further information on this scheme is available at: <https://www.gov.uk/recover-statutory-payments>.

Under the current administration, the Department for Enterprise has taken significant steps to ensure the Isle of Man is an attractive place to live, work, and raise a family. This has been achieved through the introduction of a range of family-friendly policies designed to support flexible working arrangements while maintaining a fair balance for employers including the statutory right to time off to care for dependents and to attend ante natal appointments. Most recently, the introduction of shared parental leave allows eligible families to manage their leave in a way that suits them. The Treasury worked closely with the Department for Enterprise to ensure financial support is available during this leave for eligible parents by way of shared parental allowance. shared parental allowance is also worth up to £250 a week and is paid for out of the Manx National Insurance Fund. More information is available at: <https://www.gov.im/categories/benefits-and-financial-support/families-and-children/shared-parental-allowance/>

Further details on family leave rights can be found at: <https://www.gov.im/categories/working-in-the-isle-of-man/employment-rights/family-leave-rights/>

Currently there are no plans to move towards requiring employers to pay their employees whilst they are absent from work on maternity leave or shared parental leave.

The rates of all social security benefits are reviewed each autumn having regard to a number of factors and new rates are introduced from the beginning of the following tax year.