

While you're on maternity leave

8. Keeping in touch with work

Before you go on maternity leave, your employer or manager should have a meeting with you to talk about how you'd like to stay in touch.

Your employer has the right to a reasonable amount of contact with you during your maternity leave.

While you're on maternity leave, they should tell you:

- if jobs are being advertised
- of any promotion opportunities
- if they're planning redundancies or reorganisation

You can also agree with them:

- what else you'd like to hear about, for example staff bulletins or news on social events
- how you'd like to communicate, for example by email, phone or keeping in touch (KIT) days
- how often you'd like to be in touch

Keeping in touch days

You can agree with your employer to work for up to 10 days during your maternity leave to help you stay in touch with your workplace. These are called keeping in touch (KIT) days.

It's up to you to agree with your employer:

- if you want to work KIT days
- how many KIT days you want
- what type of work you'll do on the days
- how much you'll be paid for the work

It still counts as a full KIT day even if you only work part of it (for example a half day).

If you work more than 10 KIT days, your maternity leave and pay automatically end by law.

Redundancy

It's against discrimination law for your employer to make you redundant just because you're pregnant or on maternity leave.

[Download our guide to redundancy rights when pregnant or on maternity leave](#) (PDF, 299KB, 13 pages).

Holiday

You still build up your holiday entitlement as normal during maternity leave.

This means you could return to work with a lot of holiday to take. Before you go on maternity leave, it's a good idea to agree with your employer when you're going to take your holiday.

You cannot take holiday during maternity leave as this would end your maternity leave and pay.

[Find out more about holiday entitlement.](#)