

Caring and Family Leave

Paternity Leave

You will be eligible for unpaid paternity leave if you have or expect to have responsibility for your baby's upbringing and are either or both:

- The biological father of the baby.
- The mother's husband or partner.

In addition, you must have worked continuously for us for 26 weeks ending with the 15th week before the baby is due and from the 15th week before the baby is due up to the date of birth and be taking the time off either to support the mother or to care for the new baby.

If the baby is born earlier than the 14th week before it is due, you must be employed continuously for the 26 weeks to be deemed to have the necessary length of service. You can only take paternity leave in order to care for your new baby or support the mother of the baby. You cannot take leave for any other purpose. A maximum of two weeks unpaid paternity leave may be taken for each child (for the avoidance of doubt, this does not increase in the case of multiple births – e.g. twins). You can only take paternity leave in either a one-week block or a two-week block only. You are not entitled to take time off to accompany your partner to ante-natal appointments. Paternity leave cannot start until the birth of the baby. Otherwise, you can choose to start paternity leave:

- On the date of the baby's birth;
- On a date falling such number of days after the baby's birth;
- On a chosen date as notified to the Company which falls after the first day within the expected week of childbirth.

Statutory Paternity Allowance (Isle of Man)

Paternity allowances may be paid by the DHSC for up to a maximum of 2 weeks at a set rate. A DHSC Paternity Allowances Claim Form must be used to claim paternity allowances directly from the DHSC. We do not pay salary during Paternity Leave.

Statutory Paternity Pay (UK)

If you have worked for us for at least 26 weeks by the "qualifying week" (the week containing the 15th week before the expected week of childbirth or adoption), you will be eligible statutory paternity pay (SPP). The weekly rate of SPP is either £187.18 or 90% of the employee's average weekly earnings, whichever is lower. This rate applies to the entire period of the leave, up to a maximum of two weeks. Statutory Paternity Pay is treated as normal pay, so tax and National Insurance are deducted as usual.

Company Paternity Pay (Isle of Man and UK)

Subject to you having at least 12 months employment with us, you will be eligible to receive Company Paternity Pay, which is 50% of your usual basic weekly or monthly salary payable for the two weeks of your paternity leave. You will be required to remain in the Company's employment for at least 12 months after having received Company paternity pay. For more information, please contact the HR team.