

Paternity Guide

Overview

Composite Legal Expenses Insurance provides advice to thousands of businesses and individuals each year through its legal advice helpline. The vast majority of calls to the helpline come from businesses seeking help on employment related matters.

Our expert lawyers have used their years of experience dealing with these matters to create this guide for you to use as a reference tool.

The guide has been condensed as much as possible to make sure you only get an overview of the area, for that reason it should not be viewed as comprehensive or as a substitute for specific legal advice.

If you have the benefit of a legal expenses policy with us, then the guide can be used in addition to the advice we provide and you should contact our advisors for advice in relation to any specific situations.

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PATERNITY

Paternity leave

For an employee to be entitled to paternity leave they must:

- Have at least 26 weeks' service by the beginning of the 15th week before the expected week of childbirth;
- Be the father of the child or married to or the partner (of either sex) of the child's mother; and
- Expect to have responsibility for the upbringing of the child

Employees can take either one or two consecutive weeks of paternity leave. This can be taken at any time from birth or up to 56 days later. The employee must give notice of their intention to take paternity leave by the 15th week before the expected week of childbirth, unless it is not reasonably practicable to do so.

If the employee wants to change the start date, they will need to give their employer 28 days' notice.

Paternity pay

If an employee qualifies for paternity leave, they will also qualify for paternity pay if they earn at least £113 (as at 5th July 2017) a week before tax.

The statutory weekly rate of paternity pay is £140.98 (as at 5th July 2017), or 90% of average weekly earnings (whichever is lower).

Antenatal Appointments

Employees are able to take **unpaid leave** to accompany a pregnant woman to antenatal appointments if they are the baby's father, the expectant mother's spouse or civil partner or in a long term relationship with the mother. Employees are able to accompany the expectant mother to two appointments of up to 6.5 hours each.