

Paternity Policy

This policy outlines when an employee may be entitled to paternity leave and paternity pay and sets out the arrangements for taking it.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Entitlement to paternity leave

Paternity leave is available on the birth of a child if you have been continuously employed by us for at least 26 weeks ending with the 15th week before the Expected Week of Childbirth and either:

- You are the biological father and will have some responsibility for the child's upbringing; or
- You are the husband, civil partner or cohabiting partner of the biological mother and will have the main responsibility (with the mother) for the child's upbringing.

Paternity leave is available where a child is placed with you for adoption by an adoption agency if you have been continuously employed by us for at least 26 weeks ending with the week in which the agency notifies you that you have been matched with a child. In such cases you may be entitled to take adoption leave instead (see our Adoption Policy). However, adoption leave may only be taken by one adoptive parent. Paternity leave is available to the other adoptive parent (of either sex).

Ordinary paternity leave

Ordinary paternity leave (OPL) is a period of one- or two-weeks' leave taken when a child is born or placed with you for adoption, this can be in one- or two-week blocks. You can start your leave on the date of birth or placement, or later, provided it is taken within 52 weeks of the birth or placement. (If the baby is premature the period ends eight weeks after the start of the Expected Week of Childbirth.)

To take OPL you must give us written notice by the end of the 15th week before the Expected Week of Childbirth (or no more than seven days after the adoption agency notified of being matched with a child), or as soon as you reasonably can, stating:

- The Expected Week of Childbirth;
- Whether you intend to take one week or two weeks' leave; and
- When you would like your leave to start.

You may change the intended start date by giving us 28 days' notice or, if this is not possible, as much notice as you can.

Paternity pay

Ordinary statutory paternity pay (OSPP) is payable during OPL provided you have at least 26 weeks' continuous employment ending with the Qualifying Week (the 15th week before the Expected Week of Childbirth or the week in which the adoption agency notified you of a match) and your average earnings are not less than the lower earnings limit set by the government each tax year. The rate of OSPP is set by the government each tax year. For further information please contact Human Resources.

Enhanced Paternity Leave

Kilmac are committed to supporting our team members during significant life events, including the addition of a new family member. We offer enhanced Paternity benefits to provide additional support beyond statutory requirements.

Enhanced Paternity pay will be payable at:

- 2 weeks – 100% of your salary

You will qualify for enhanced paternity pay if:

- You have one year's continuous service

Enhanced Paternity Pay for subsequent pregnancies:

You may be entitled to enhanced paternity pay for subsequent pregnancies if you have returned to work for a period of one year. If you do not qualify for Enhanced Paternity Pay, you may be entitled to Statutory Payments.

During paternity leave

All the terms and conditions of your employment remain in force during OPL, except for the terms relating to pay.

Annual leave entitlement will continue to accrue during OPL at the rate provided under your contract.

If you are a member of the pension scheme, we shall make employer pension contributions during OPL based on your normal salary in accordance with the pension scheme rules. Any employee contributions you make will be based on the amount of any paternity pay you are receiving, unless you inform the office manager that you wish to make up any shortfall.

Stillbirths

In the unfortunate event that an employee's wife or partner gives birth to a stillborn baby, the member of staff is entitled to paternity leave, but only if the birth happens after 24 weeks of pregnancy.

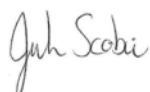
If the stillbirth occurs before the end of the 24th week of pregnancy, then the employee may be entitled to sick leave and/or may wish to apply for compassionate leave as outlined in the Compassionate Leave policy.

Returning to work

You are normally entitled to return to work following OPL to the same position you held before commencing leave. Your terms of employment will be the same as they would have been had you not been absent. However, if you have combined OPL with another type of family-related leave please see the relevant policy as the position may be slightly different.

If you want to change your hours or other working arrangements you should make a request under our Flexible Working Policy. It is helpful if such requests are made as early as possible.

If you decide you do not want to return to work you should give notice of resignation in accordance with your contract.

A handwritten signature in black ink that reads 'Julie Scobie'.

Julie Scobie
Financial Director
23rd August 2024