* 1. Am I entitled to paternity pay?

Paternity leave is with pay at the normal contractual rate of pay for the job (pro-rata for part-timers) unless the normal rate of pay is below the rate of Statutory Paternity Pay (SPP), in which circumstance the statutory rate will be paid provided that all of the following are met : -

1. your average weekly earnings are above the Lower Earnings Limit for National Insurance Contribution purposes; and
2. you have 26 weeks’ continuous service with **Aberdeen City Council** or a **public authority** as listed in the Redundancy Payments (Continuity of Employment in Local Government, etc) (Modification) Orders (which covers local authorities and related bodies), ending with the 15th week before the baby is due or before the surrogacy birth or in which you were notified of having been matched with the child; and
3. paternity leave commences in accordance with the below : -
4. on the date of the baby’s birth or the date of the child’s placement or the date of surrogacy birth (whether this is earlier or later than expected); or
5. from a chosen number of days or weeks after the date of the child’s birth or placement or surrogacy birth (whether this is earlier or later than expected); or
6. on a chosen date which is later than the first day of the week in which the baby/surrogacy baby is expected to be born.
7. on a chosen date which is later than the date on which the child is expected to be placed with the adopter.

Please note that where you do not meet all of the above mentioned qualifying criteria for SPP, you will be paid your normal contractual pay during your paternity leave period.

**Note**: SPP is not payable to a ‘nominated carer’ (births) and consequently contractual pay will apply.

You are not entitled to payment in lieu if you only elect to take one week’s paternity leave.