Paternity/Support Leave

2.2 What are the qualifying criteria and how long can I be on support/paternity leave?

2.2.1 Maternity and Adoption Support Leave

If you are the baby’s father, spouse, partner or nominated carer of the expectant mother or the adoptive or surrogacy parent at or around the time of birth or placement, you will be granted **one** week **Support Leave**.

2.2.2 Ordinary Paternity Leave

If you have at least 26 weeks’ continuous service\* at the start of the 15th week before the baby is due (for births) or 26 weeks continuous service\* at the start of the notification week (for adoptions) and you are the spouse or partner of the expectant mother or the person taking adoption leave, then you are entitled to **one** further week’s **Ordinary Paternity Leave** (in addition to the Support Leave detailed above).

\* Continuous service means any previous employment with councils, employers listed in the Redundancy Payment (Local Government) (Modification) Order 1990 (as amended) and any other employment deemed by the council to be relevant, shall be counted as continuous service (as defined in the Employment Rights Act 1996) subject to a gap in employment not exceeding one working week.