

NCG Paternity Leave / Pay FAQ

Will I accrue annual leave whilst on paternity leave?

You will accrue annual leave during your period of paternity leave including bank /public holidays.

What will happen to my pension contributions?

The rules surrounding pensions whilst on paternity leave are determined by the pension provider. You will need to contact your pension provider for more information.

Will my contractual benefits be continued? All contractual benefits will remain unchanged throughout your paternity leave.

How do I calculate my continuous service by the end of the 15th week before the expected week of childbirth/placement?

To calculate your continuous service, you will need to find the Sunday before your baby is due (or the due date if it is a Sunday) and count back 15 Sundays from there. That is the start of the 15th week before your expected week of childbirth.

You should use the due date on the MAT B1 maternity certificate which the mother will get when she is about 20 weeks pregnant.