

## Appendix 1: Paternity Leave and Pay Provisions – benchmarked organisations

ORGANISATION	PATERNITY LEAVE & PAY PROVISIONS
Lisburn & Castlereagh City Council	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Mid & East Antrim City Council	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Fermanagh & Omagh District Council	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Causeway Coast & Glens Borough Council	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Armagh, Banbridge & Craigavon City Council	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Antrim & Newtownabbey City Council	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Ards & North Down City Council	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Ulster University	<ul style="list-style-type: none"> <li>2 weeks leave and pay is dependent on length of service</li> <li>12 months service - 5 days at full rate of pay and 5 days paid at statutory rate of pay</li> <li>Less than 1 years' service – 10 days paid at SSP rate of pay or 90% of average weekly earnings whichever is less</li> </ul>
Queen's University	<ul style="list-style-type: none"> <li>3 weeks leave at full pay</li> <li>Must have 26 weeks continuous service leading into the 15<sup>th</sup> week before the child is due to be born</li> </ul>
NI Civil Service	<ul style="list-style-type: none"> <li>2 weeks leave at full rate of pay with at least 26 weeks continuous service by the end of the 15<sup>th</sup> week before the expected week of childbirth</li> <li>Less than 26 weeks service by the end of the 15<sup>th</sup> week before the expected week of the childbirth employees can apply for 2 consecutive days paternity leave at full rate of pay</li> </ul>
NI Fire Service	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Education Authority	<ul style="list-style-type: none"> <li>As per Belfast City Council</li> </ul>
Translink	<ul style="list-style-type: none"> <li>2 weeks leave at statutory rate of pay</li> <li>Must have 26 weeks continuous service leading into the 15<sup>th</sup> week before the child is due to be born</li> </ul>
Lloyds Banking Group	<ul style="list-style-type: none"> <li>Six weeks leave on full rate of pay</li> <li>Employees are entitled to paternity leave and pay provisions from day one of employment</li> </ul>
Royal Mail	<ul style="list-style-type: none"> <li>2 weeks leave but pay is dependent on length of service</li> <li>26 weeks service entitled to SPP rate</li> <li>52 weeks service entitled to 2 weeks full rate of pay</li> </ul>
Marks & Spencer	<ul style="list-style-type: none"> <li>6 weeks full rate of pay</li> </ul>

	<ul style="list-style-type: none"> <li>• Must have 26 weeks continuous service leading into the 15<sup>th</sup> week before the child is due to be born</li> </ul>
KPMG	<ul style="list-style-type: none"> <li>• 4 weeks at full rate of pay (qualifying criteria not available)</li> </ul>
PWC	<ul style="list-style-type: none"> <li>• 4 weeks at full rate of pay (qualifying criteria not available)</li> </ul>
Sainsbury's	<ul style="list-style-type: none"> <li>• 2 weeks full rate of pay</li> <li>• Must have 26 weeks continuous service leading into the 15<sup>th</sup> week before the child is due to be born</li> </ul>
Tesco	<ul style="list-style-type: none"> <li>• 2 or 6 weeks full pay dependant on service</li> <li>• 26 weeks service entitled to 2 weeks full rate of pay</li> <li>• 52 weeks service entitled to 2 weeks full rate of pay</li> </ul>
Almac	<ul style="list-style-type: none"> <li>• As per Belfast City Council</li> </ul>