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DADS TO TAKE EXTENDED PATERNITY LEAVE (AND PAY)

A further consultation paper has been issued by the DTI regarding the implementation of statutory paternity leave and pay which is intended to be implemented in two years.

Under the proposed scheme, mothers will be able to pass some of their statutory maternity leave (and pay) to fathers if the mother wants to return to work during either their ordinary or additional maternity leave.

The government proposals will allow fathers to self-certify that their child's mother is returning to work early and passing maternity entitlements over to them. Fathers will be required to give eight weeks notice to their employer.

It is not proposed that the father's employer carry out any checks with the mother's employer, however the HM Revenue and Customs will be carrying out occasional random checks to detect and prevent fraud.

Consultation on the implementation of the scheme closes on the 3rd August 2007.

The earliest date the additional paternity leave and pay will be implemented will be for babies due on or after 5th April 2009. However, this is not a firm date for introduction.

For further information, please contact Bethan Southcombe on 0117 945 3084 or e-mail employment@metcalfes.co.uk