

NERC E3/E4 DTP – PATERNITY LEAVE GUIDANCE

Students receiving stipend from NERC benefit from 2 paternity leave policies:

- NERC/UKRI as detailed in the [UKRI Grant Terms and Conditions](#) TGC 8.1
- University of Edinburgh as detailed in the [UoE Paternity Policy](#) if they are member of staff or eligible through their Tutor and Demonstrator (T&D) contract

ENTITLEMENT

ORDINARY PATERNITY LEAVE (OPL)

Students are entitled to up to **2 weeks** paid Ordinary Paternity Leave (OPL) on full stipend. This leave must be taken in one go. A week is the same amount of days that a student would normally study in a week - for example, a week is 2 days if they only studied on Mondays and Tuesdays. Ordinary Paternity Leave cannot start before the birth and must end within 56 days of the birth.

UNPAID PARENTAL LEAVE

Partners are also entitled to an extended period of **unpaid parental leave, up to a maximum of 50 weeks**, with their studentship extended accordingly. Unpaid parental leave must be completed within 12 months of the birth of the child. This leave may be taken in up to three blocks of leave or all at once.

There is no qualifying period for paternity leave. This means that as long as the birth falls within the period of their award (period covered by a stipend) then the student is entitled to the above, no matter how long the student has been on his PhD.

There is no limit to the number of Paternity Leaves that can be taken during a studentship.

WHAT TO DO AND WHAT HAPPENS NEXT

1. Students should **notify their leave** to the PGR Office (and their supervisor) through email and send the **birth certificate** to the DTP Manager whenever possible.
2. Their stipend will continue as normal and **an additional 2-week pay will be added at the end of the studentship.**
3. An interruption is not required to cover this 2-week leave however, when reaching the end of their 4th year, students will be able to ask for an **extension** of their submission deadline if that is felt necessary.

SHARED PARENTAL LEAVE

The University of Edinburgh has a Shared Parental Leave Policy from which E3/E4 DTP students can benefit if they qualify (if they are member of staff or eligible through their Tutor and Demonstrator (T&D) contract). The [Shared Parental Leave policy](#) gives further details on the scheme and how it works. Please get in touch with your School HR Office and the DTP manager if you are interested in this scheme.