

### **3.1.6 Death of the mother**

(a) Where the father/ partner becomes a single parent due to the death of the mother during labour or the period of leave, the benefits and leave that would have accrued to the mother will be transferred to the father/partner; and

(b) Subject to the father/partner meeting the eligibility criteria outlined in 3.1.2 (c), (f) and (g) (recognising that this individual may not be a woman), and where the mother was not a Rhodes University staff member, the father/partner would be given the relevant benefits and leave. In this case, the individual would not be able to apply for UIF and therefore RU would pay the full salary.