

## **Time Off For My Partner**

For fathers or partners who are permanent staff and who have worked at the University for at least 1 year whether this has been on permanent or temporary capacity (full-time or part time), the following leave will apply:

(i) Two weeks leave will be provided which may be taken at any point within the first 2 months of the birth of the child, and this should be seen as distinct from family responsibility leave which remains available;

(ii) Evidence of paternity or joint parental responsibility is required in order for this leave to be authorized;

(iii) Maximum of two weeks per annum; and

(iv) Where partners employed at Rhodes University wish to share leave (as that listed in 3.1.2

(d) and (e), these two weeks will be added to that leave.

(i) For fathers or partners who are temporary staff on contract of at least 6 months and provided that they have been in the employ of RU for 1 year, the leave benefit listed under point (h) (i) to (iv) will apply.