

8 October 2014

SNCT/14/48

Antenatal Appointments for Qualifying Partners

Dear Colleague

Qualifying partners of expectant mothers have a statutory right to attend two antenatal appointments with the expectant mother. This time off is unpaid. While the statutory provisions allow for each appointment to be for a maximum of six and a half hours the time off request should normally be for a half day but, upon request, a longer period should be granted taking into account location and travel as well as the nature of appointment.

The Council is entitled to ask for evidence of a qualifying partnership which relates to:

- a) The baby's father;
- b) The expectant mother's spouse, her civil partner, or partner (of either sex) in an enduring relationship; and
- c) Intended parents of a child in a surrogacy arrangement if they expect to be entitled to and intend to apply for a parental order in respect of that child.

The Council can also ask the individual to confirm in writing that:

- The existence of a qualifying relationship
- The request for time off to accompany the pregnant woman at an antenatal appointment
- The appointment is made on the advice of a GP, midwife or nurse

This circular should be read alongside paragraph 7.14, Part 2 of the SNCT Handbook.

The SNCT is currently revising the Family Leave section in the Handbook (Part 2, section 7) to address Shared Parental Leave. At this stage, therefore, we are not issuing replacement pages.

Yours sincerely

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