



b. Paternity Pay: The University will pay two consecutive weeks at the higher of: (i) the applicable rate of any Statutory Paternity Pay that may be due to the individual;

c. The University will pay Adoption Pay on the same basis as: (i) Maternity Pay for the primary adopter; or (ii) Paternity Pay for the partner of the primary adopter.

9. Shared Parental Leave:

a. Entitlement to Shared Parental Leave will be in accordance with statutory provision.

10. Sickness Benefit:

a. A Language Tutor will be eligible for occupational sickness benefit of up to:

| Length of service                   | Full pay ( <i>against which statutory sick pay will be offset</i> ) | Half pay  |
|-------------------------------------|---------------------------------------------------------------------|-----------|
| During first 3 months<br>First year | Two weeks                                                           | Two weeks |