



## Support for Parents and Carers

We support parents and carers in many different ways...

### Welcoming a new family member?

#### **Paternity/Partner Support Leave**

2 x weeks leave at full pay

#### **Maternity/Adoption Leave**

52 x weeks maternity leave, 39 weeks statutory pay (24 weeks' of the pay available at a UoD enhanced rate)

#### **Shared Parental Leave and Pay**

As an alternative to maternity leave, up to 50 weeks' leave and up to 37 weeks' pay can be shared with your partner – take leave at the same time or take it in turns (24 weeks' of the pay available at a UoD enhanced rate)

#### **Foster Care Leave**

Up to 4 days paid leave to support the settlement of new foster children



### Achieving a Work/Life Balance?

#### **Flexible working**

A wide range of more flexible working arrangements can be requested and considered including amendments to hours and place of work.

#### **Career/Employment Break**

Extended unpaid career breaks can be requested

#### **UoD Nursery**

Childcare option for children from birth to 5 years

### Needing some time or support?

#### **Family Leave - Children and Dependants**

Time off to deal with those unexpected emergencies

#### **Unpaid Parental Leave**

Up to 18 weeks unpaid leave up to your child's 18 birthday

#### **Fertility Treatment Leave**

10 days paid leave available

#### **ISSF Flexible Dependent Care Grant**

Funds available to those working on Research within the Wellcome remit to help with costs incurred for caring responsibilities whilst participating in career development activity.

#### **Tax Free Childcare (government scheme)**

Find out more and apply via [www.gov.uk](http://www.gov.uk). This replaced the previous childcare voucher scheme, which is no longer open to new applicants.

### What next?

Our policies, procedures and forms can be found on the UoD Intranet

<https://www.dundee.ac.uk/hr/policiesprocedures>

Speak to your manager about any support requests

Your school/directorate HR team are also available to help and guide you

There are **eligibility requirements** for some of these benefits – please check the relevant policy for full details

