



Strategic HR Director

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FROM: JILL MINNE

DATE: 10 November 2021

TO: ALL COLLEAGUES

2021 PAY AWARD – PATERNITY PAY

In the Pay Bulletin of 4th June 2021 a commitment was made to increase statutory paternity pay to full contractual pay, for eligible colleagues, who take statutory paternity leave following the birth or adoption of their child.

The necessary changes to the Paternity Leave policy (3.03) and the HRConnect payroll system have now been made. For eligible colleagues who were entitled to a period of statutory paternity leave between 6th June 2021 and 9th November 2021 the increase in paternity pay will be applied retrospectively; you will receive a letter from HRConnect confirming your eligibility and adjustments to your pay and leave entitlement will be made in the January / February period.

If you start a period of statutory paternity leave on or after 10 November 2021 the additional contractual pay element will automatically be paid to you.

This bulletin will be made available on the Employee Services Portal (ESP) and on the DoF pay website [Working in NICS – Pay](#).

The revised Paternity Leave policy and Frequently Asked Questions will also be available on the Employee Services Portal.

Your contact point for any specific queries regarding your pay remains HRConnect.

JILL MINNE