



DIOCESE OF SODOR AND MAN

MATERNITY, PATERNITY, PARENTAL AND ADOPTION LEAVE

Office holders are entitled to maternity, paternity, parental and adoption leave for the same periods and subject to the same conditions as an employee under the Employment Act 2006. A brief summary is given below.

Further details can be found [here](#) and [here](#)

Maternity leave

A pregnant woman is entitled to:

- At least 26 weeks' unpaid Ordinary Maternity Leave;
- If she has 26 weeks' continuous service, up to 26 weeks' unpaid Additional Maternity Leave;
- Reasonable paid time off work to attend ante-natal sessions.

Further details are available [here](#)

Paternity leave

A man (and in some circumstances a woman) who has 26 weeks' continuous service is entitled to 1 or 2 weeks' unpaid Paternity Leave.

Parental leave

A man or woman who has 1 year's continuous service and is a parent of a disabled child under 18 years old is entitled to up to 18 weeks' unpaid Parental Leave (which can be taken at any time before the child is 18).

Adoption leave

Rights to Ordinary Adoption Leave, Additional Adoption Leave and Paternity Leave (Adoption) are analogous to the rights to maternity and paternity leave.