



# Ministry of Defence Police

Freedom of Information Manager  
Ministry of Defence Police  
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E-mail: [MDP-FOI-DP@mod.gov.uk](mailto:MDP-FOI-DP@mod.gov.uk)

Our Ref: eCase: FOI2023/08596

RFI: 170/23

Date: 10<sup>th</sup> August 2023

Dear [REDACTED]

## **FREEDOM OF INFORMATION ACT 2000: MINISTRY OF DEFENCE POLICE: PATERNITY LEAVE PROJECT.**

We refer to your email dated 10<sup>th</sup> July 2023 to the Ministry of Defence, which we acknowledged on the 11<sup>th</sup> July 2023.

We are treating your email as a request for information in accordance with the Freedom of Information Act 2000 (FOIA 2000).

In your email you requested the following information:

**I hope this email finds you well. I am excited to introduce myself as an intern at Bedfordshire Police. I am currently working for the Equality, Diversity and Inclusion department but am also assisting from Welfare/Health and Wellbeing on a project regarding improving paternity leave.**

**Our work will involve us assessing paternity leave conditions from different police forces around the UK with an overall aim of improving it at Bedfordshire Police and potentially improving it nationally.**

**Any information provided on your Police Force's paternity leave conditions or other police contacts with knowledge on this would be incredibly helpful and much appreciated.**

A search for information has been completed and I can confirm that the Ministry of Defence Police do hold information in scope of your request.

Paternity leave and pay is available to give support to new mothers. If eligible your officer can take either one week or two consecutive week's (not odd days) paternity leave to care

for the child or to support the mother following the baby's birth. They may be entitled to SPP, which will be included within any contractual paternity pay.

Subject to the detailed conditions set out below, if you have or expect to have responsibility for a child's upbringing you are entitled to take Paternity Leave within fifty-six days of childbirth to support the mother or to care for the baby. All eligible MDP officers are entitled to two consecutive weeks' leave (not odd days). The first week's leave will be on full pay. The second week may either be paid or unpaid, depending on length of service (see paragraph 3). You may be entitled to Statutory Paternity Pay (SPP), which will be included in any contractual paternity pay.

To be eligible for Paternity Leave and pay, you must be either the biological father of the baby, the mother's husband or partner (including same-sex partners and where the husband and or partner is the non-biological father for a child whose wife is carrying a surrogate) or the child's adopter or intended parent (if using a surrogate).

For all officers the first week's Paternity Leave will be on full pay. Officers who have twenty-six weeks continuous service at the fifteenth week before the expected week of childbirth, and whose average weekly earnings are at or above the Lower Earnings Limit for National Insurance purposes at that time, will be entitled to be paid for the second week at the relevant SPP rate. Paid Paternity Leave, whether on full pay or at the SPP rate, will be reckonable for incremental pay and leave and is reckonable for pension purposes and for inclusion in any period of probationary service.

Officers who have less than twenty-six weeks continuous service at the fifteenth week before the expected week of childbirth are entitled to a second week of unpaid Paternity Leave. Any unpaid Paternity Leave is not reckonable for incremental pay or leave or pension purposes, or for inclusion in any period of probationary service.

Paternity Leave cannot start until the birth of the baby. Subject to this, you can choose to start your leave on:

A date or week chosen after the date of the child's birth (whether this is earlier or later than expected),

OR

A chosen date which falls after the first day of the expected week of childbirth.

Leave can start on any day of the week on or following the child's birth but must be completed within fifty-six days of the date of birth

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.gov.uk).

Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House,

Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Yours sincerely

**MDP Secretariat and Freedom of Information Office**