

Partner Leave Policy & Support Pack



NatWest
Group

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We regularly update this document. Make sure you have the latest version by downloading it from the intranet.

This policy and support pack is not contractual and is subject to change at NatWest Group's discretion. It will be reviewed from time to time to make sure it continues to meet the Group's legal obligations and business needs.

Who's this for?

This policy applies to employees and line managers in the **Republic of Ireland**.

The policy covers general information for everyone as well as specific information for employees and for line managers.

It **does not apply** to agency workers or contractors.

Our Purpose through policy

Increasing leave for partners enables more time for you to spend with your new child and allows you to better support your partner during this important time.

This ultimately champions the potential of both parents, helping them and their families to thrive whilst promoting gender equality in the workplace.

Supporting a shared approach to childcare responsibilities early can also help drive wider cultural change as both parents, regardless of sex or gender identity, can take extended time away and childcare is truly shared.

Where to go for more information

 If you have any questions on the policy or supporting process or if you're dealing with a complicated case, you can [Ask Archie](#) for further support and guidance.

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1. Partner Leave Explained

1.1. Eligibility

- You're eligible for Partner Leave when you become a **main care giver alongside your partner** when you have a child together through birth, adoption (including Foster to Adopt), or surrogacy.
- We define a main care giver as someone who is living, on a permanent basis, in the same household as the child and sharing care giving responsibilities alongside their partner. Where you aren't living with your partner, you must be actively involved, on a daily basis, with the care giving responsibilities of your child.

 If your circumstances change whilst you're on Partner Leave, you must inform your line manager as soon as possible to determine whether you're still eligible for leave under the policy. For example, your personal circumstances or relationship status changes and you're no longer providing care as a main care giver.

Information for line managers

If your team member contacts you about a change in their circumstances, contact [Ask Archie](#).

- Partner Leave is open to same sex parents and heterosexual parents.
- To be eligible for full Partner Leave and pay you must:
 - Have at least 26 weeks' continuous service at the qualifying week. The qualifying week is the 6th week before the baby's due date or the week in which you're notified of being matched with a child for adoption.
 - If you don't meet this eligibility criteria, you'll still be able to take 42 weeks' Partner Leave. Two weeks of this will be paid at full value account which is based on your statutory paternity leave entitlement. The rest will be unpaid.
- Partner Leave does not need to be shared with a partner.
- If your partner also works in the Group, it does not affect their eligibility for maternity/adoption leave and pay.

1.2. Length of leave and how it can be taken

- All eligible employees can take up to 42 weeks leave in one continuous block.
- The earliest leave can start is the day of the child's birth or adoption placement date.
- The latest leave can start is 4 weeks from the day of the child's birth or adoption placement date.

1.3. Notice of intention to take Partner Leave

The notice you need to give before you can take Partner Leave depends on whether you're welcoming your child through birth/surrogacy or adoption.

1.3.1. Birth and surrogacy

- You'll need to give a minimum of 15 weeks' notice.
- You should use the due date on your partner's maternity certificate. These are usually issued sometime after week 24 of pregnancy.

1.3.2 Adoption

- You should provide as much notice as possible to your line manager. In adoption cases, very little notice is often given ahead of a placement. Therefore, you must discuss any potential request for Partner Leave at the earliest opportunity.
- As a minimum, you'll need to give 28 days' notice.



Information for line managers

If due to exceptional circumstances, your team member doesn't inform you within the minimum notice period, please contact [Ask Archie](#).

1.4. Requesting Partner Leave

You must request Partner Leave on Workday.

Your first day of leave, should be the day immediately after your last working day, even if that is a Saturday.

When you submit your request, you'll receive a self-declaration in your Workday inbox. Once you complete this, the request will go to your line manager for approval. This must be completed otherwise your pay may be impacted. The self-declaration asks you to confirm the following:

- Your partner is pregnant, or you're either adopting or having a baby through surrogacy.
- You'll be the main care giver alongside your partner.
- Your baby's due date/the week of the expected adoption placement.
- When you intend to start Partner Leave.

We expect our employees to give honest and accurate information regarding eligibility to Partner Leave.

If an employee fraudulently or negligently gives incorrect information, makes a false declaration, or does not inform the Group of a change in circumstances, this may be considered Gross Misconduct. Gross Misconduct may justify dismissal without notice and without previous warnings. You'll find more information on this in the [Disciplinary Policy and Support Pack](#) (Human Resources > Working here > How we work > Things to know).

1.5. Changing Partner Leave dates

- If you need to change your Partner Leave dates, you'll need to inform your line manager and contact HR through Ask Archie to confirm the change.
- You'll need to give at least 28 days' notice of the change before your Partner Leave begins or as soon as possible if the circumstances don't allow you to give 28 days' notice.



Information for line managers

Where a change to the employee's Partner Leave date is requested with the required notice, you'll need to update the start and/or end date in Workday to ensure leave is recorded accurately and pay is delivered as per policy.

1.6 Moving jobs before or during Partner Leave

If you're applying for a secondment and have already had a Partner Leave request approved or you know you're making one in the near future, we encourage you to discuss this with the hiring manager before you apply. This will enable the hiring business to understand any operational impacts of a future absence.

If you're applying for a new permanent job, you will be considered along with all other applicants regardless of your Partner Leave status.



Information for line managers

Where an employee has applied for a permanent job within your team and is either about to go on Partner Leave or is already on Partner Leave, they must be considered with all other applicants and the best applicant selected for the job.

2. Pay during Partner Leave

- Partner Leave pay starts when your leave begins.
- The amount you're paid and how you're paid depends on your length of service.
- If you're on one of the Group's health benefit schemes (e.g., Long Term Disability (LTD), Disability Cover (DC)), you'll continue to receive 100% of the health benefit you're being paid instead of your full Value Account.
- Your full pay will include the statutory paternity pay element.
- The amount you're paid will not include any allowances.

2.1. Partner Leave pay in Republic of Ireland


Length of Service	What and when you're paid
Less than 26 weeks continuous service by the end of the qualifying week	<p>In weeks 1 to 2 you'll receive:</p> <p>Full Value Account: 100% of your current salary, pension funding and (if paid) benefit funding.</p> <p>In weeks 3 to 42 leave is unpaid and you won't receive any salary, pension funding or (if paid) benefit funding.</p>
26 weeks continuous service by the end of the qualifying week	<p>In weeks 1 to 27 you'll receive:</p> <p>Full Value Account: 100% of your current salary, pension funding and (if paid) benefit funding.</p> <p>In weeks 28 to 42 leave is unpaid and you won't receive any salary, pension funding or (if paid) benefit funding.</p>

2.2. Other pay related information

- Where payments are made, they will be made on the same day your normal salary is paid.
- If you receive a pay rise before or during Partner Leave, this will be reflected in your Partner Leave pay. The pay rise triggers a re-calculation of your pay and payments will be based on your most up to date salary at the time of leave.

2.3. Discretionary performance bonus


- If you're eligible for a discretionary performance bonus (subject to the qualifying criteria) you'll receive a pro-rated bonus to reflect the period you've worked during the relevant performance year.
- Where eligible, the bonus will be paid regardless of whether you're receiving Partner Leave payments at that time.
- Any bonus will be paid on the defined payment date.

 You'll find further information on [discretionary performance bonuses](#) including the guide to deferral on our Human Resources pages accessed through Human Resources > Pay > Bonus and awards > Deferred awards.

2.4. Sharing in success award

- If you're eligible for a Sharing in Success award (i.e. have demonstrated satisfactory performance during the year and are employed by the Group on the last working day of the year), as long as you've not resigned before the date of the grant, you'll be told of any award due as soon as it's known.

- If you resign and leave the group before the date of grant, you will not receive an award.
- The award will be paid regardless of whether you're receiving Partner leave pay at that time.
- Prior to your period of leave you should update your contact details with EquatePlus to receive emails to your personal email address. You can access EquatePlus at any time from your personal device.

 You'll find further information on Sharing in Success on our Human Resources pages accessed through Human Resources > Pensions & Benefits > Sharing in Success.

3. Benefits during Partner Leave

3.1. NatWest Group Benefits – general principles

- If you're about to go on or are on Partner Leave during the Annual Election Window (AEW), you'll not be able to increase your elections or make new ones.
- We expect you to review your benefit elections before you go on leave to make sure you have enough pay to cover the respective benefit election charges for when and if you move to the notional statutory pay period of leave or the unpaid period of leave.
- Before and during Partner Leave, you can reduce or cancel some of your benefit elections. To see what you can amend, go to the [NatWest Group Benefits Hub](#). Human Resources > Pensions and Benefits > Benefits Hub
- When you return from Partner Leave, you'll be able to change some of your elections within 30 days of your return and you'll be able to participate in the next AEW as usual. To action this, you'll be sent a return-to-work letter prompting you to review your elections and make your changes (even if you are taking holidays immediately afterwards). You'll receive an online confirmation statement confirming any changes you've made.
- You'll find further information on how to manage your benefits on the [Benefits Hub](#) accessed through Human Resources > Pensions and benefits > Benefits Hub.

3.2. NatWest Group Benefits – Treatment of charges for your benefit elections

If you're receiving your full Value Account (salary, pension funding and (if paid) benefit funding):

- Charges for your benefit elections will continue to be made against your Value Account as normal.

If you're not in receipt of your Value Account (i.e., nil pay):

- Charges for your benefit elections will continue to be made against your Value Account as normal.
- If you don't receive enough pay to cover the cost of these charges, the Group will cover the shortfall during this period.
- Any Natwest Group Benefit charges covered by the bank whilst you are on leave will be subject to tax.

Benefit	Treatment of benefit
Private Medical Cover	<ul style="list-style-type: none"> • Your Private Medical Cover benefit will continue whilst you're on Partner Leave. • If you want to add your baby/child to your cover or have any other questions relating to your Vhi healthcare during your leave, you should contact them directly to discuss on 1850 44 44 44 or online at http://www.vhi.ie/
Job Need Cars	<ul style="list-style-type: none"> • You can keep your car during Partner Leave and continue to pay the benefit in kind tax liability on it. • If you want to return it, you'll need to contact ALD 1206 1118 to arrange for the car to be collected.

Tax Saver Travel	<ul style="list-style-type: none"> You can cancel your annual ticket by contacting HR through Ask Archie who will issue a letter outlining the reasons for the request (e.g., termination of employment, extended Partner Leave, etc.). You must do this by the twentieth of the preceding month. You must then liaise with the relevant ticket provider directly. Luas and Swords tickets must be returned by the end of the preceding month to receive a full refund. The decision to cancel the ticket is at the discretion of the ticket provider; circumstances are limited and may depend on the number of months remaining on the ticket. Please note some ticket providers do not operate a refund policy (you need to check with individual suppliers). No refund is given to replacement tickets that were lost or stolen during the year. Any refund received by Ulster Bank for a cancelled or unused ticket will be reimbursed to you. Ulster Bank accepts no liability or responsibility in the case of lost or unused travel tickets or in the case of any injury you may incur while using the travel pass.
Annual Leave	<ul style="list-style-type: none"> You'll continue to build up contractual (annual leave) and bank holiday entitlement for the current holiday year (and the previous holiday year if your leave started in the previous holiday year) whilst you're on Partner Leave. You can take all or part of these entitlements before your leave starts or immediately after Partner Leave ends. Any contractual (annual leave) or bank holidays not taken before Partner Leave starts will carry forward to the next leave year. This leave will need to be taken immediately after your Partner Leave period ends. If any leave is not immediately taken at this time, only 5 days can be carried over to be used by 31 December of the leave year you've returned. You must discuss and agree holiday arrangements with your line manager before your Partner Leave starts to ensure the business can plan for the full length of time you're away.
Life Cover	<ul style="list-style-type: none"> Your Life Cover benefit will continue whilst you're on Partner Leave. With the new addition to the family, you might want to think about updating your 'nominations of beneficiaries' form. Details of our pension websites are here Human Resources > Pensions and Benefits > Pensions and Retirement Savings > Retirement Savings
Spouse/Partner Life Assurance	Your spouse/partner Life Assurance benefit will continue whilst you're on Partner Leave.
Disability Cover	Your Disability Cover benefit will continue whilst you're on Partner Leave.
Critical Illness Insurance	<ul style="list-style-type: none"> Your Critical Illness Insurance benefit will continue whilst you're on Partner Leave. Any children under 18 are automatically added to your cover, you don't need to take any action.
Personal Accident Insurance	<ul style="list-style-type: none"> Your Personal Accident Insurance benefit will continue whilst you're on Partner Leave. Any children under 18 are automatically added to your cover, you don't need to take any action.

Dental Insurance	<ul style="list-style-type: none"> Your Dental Insurance benefit will continue whilst you're on Partner Leave. If you want to add your baby/child to your cover, this should be done within 60 days after the birth of your child, or you'll need to wait until the next Annual Election Window. This can be done via the Benefits Hub (or if accessing from home you can log into nwg.tbs.aon.com) > select Update my Benefits > Benefits you might be able to change. You'll need to add your child as a dependent first before linking them to cover, this can be done by selecting Manage dependents on the Update my Benefits page.
Health Assessment	<ul style="list-style-type: none"> Your Health Assessment benefit will continue whilst you're on Partner Leave.
Bike to work	<ul style="list-style-type: none"> Your Bike to work will continue whilst you're on Partner Leave. If your current scheme ends whilst on leave, you'll need to wait until you return from leave before you can select a new bike.
Holiday buy	<ul style="list-style-type: none"> Your Holiday buy benefit will continue whilst you're on Partner Leave.
Defined Benefit (DB) Pension Plan & Retirement Savings Plan	<ul style="list-style-type: none"> If you're in the DB Pension Plan or making contributions to the Retirement savings plan, your membership will be unaffected during Partner Leave and, unless you elect otherwise, your contributions will continue at the same level.

4. Further information for before, during and at the end of Partner Leave

4.1. Before Partner Leave

4.1.1 Early birth or placement

- If you're still working and your baby/child is born/placed early, you can start your Partner Leave from the date your child is born/placed or up to 4 weeks after that date.
- You should let your line manager know the date your baby/child was born/placed as soon as possible so they can update Workday.



Information for line managers

You'll need to update the employee's Partner Leave on Workday with the new start date to ensure the correct leave is recorded accurately and pay is delivered as per policy.

4.1.2. Performance management

You should complete your quarterly check-in before Partner Leave starts. If leave starts in the middle of a quarter, you should still have the check-in conversation with your line manager before you go on leave.

Further information on quarterly check-ins and having good continuous improvement conversations can be found on our [Human Resources Performance pages](#) accessed through Human Resources > Developing yourself and others > Performance.

4.1.3. Antenatal appointments

- Partners (regardless of hours worked) or length of service can take reasonable paid time off for all necessary antenatal appointments. This includes midwife, nurse, doctor appointments, all medically advised scans and antenatal classes.
- You should inform your line manager of your appointment dates in advance, giving as much notice as possible so that your request can be considered, and arrangements made to cover your absence if appropriate.
- If appointments are arranged during normal working hours, you should inform your line manager. With the exception of the first appointment, you should be ready to provide proof that your partner is pregnant (e.g. certificate from their doctor or midwife).
- Line managers should consider individual circumstances when considering requests for time off.
- For discretionary appointments and classes (e.g., relaxation and parent-craft classes), you should inform your line manager as soon as possible, giving as much notice as possible so that arrangements can be made to cover absence.
- Where arrangements cannot be made for you to attend these discretionary sessions outside working hours, consideration will be given to a reasonable amount of paid time off. Line Managers should also consider using a flexible working approach, such as allowing the employee to start a bit earlier or work later to allow them to take some time out during the day to attend a class.

4.1.4. Nominating a Buddy or sponsor

- You should nominate a buddy/sponsor to help you keep up to date with any significant news happening in your business whilst you're on Partner Leave.
- A buddy/sponsor could be your line manager or a colleague.
- Further information on the role of a buddy/sponsor can be found in the [Buddy/Sponsor Support Pack](#) which is accessed through Human Resources > Absence > Partner Leave > Things to know.
- The support pack includes a form you'll need to complete together with your buddy/sponsor confirming your contact details and agree a method of/frequency of contact during your leave.

4.1.5. Systems access

- You'll need to agree with your line manager the level of systems access (if any) that you want to retain while you're on Partner Leave.
- For example, basic access to work systems would include access to the Intranet, Workplace, Ask Archie, NatWest Group Benefits, Oracle, Fieldglass, Planview.
- To download the Workday App onto your corporate device you'll find the App listed under 'Productivity Apps' on the NatWest Group App store.
- To download the Workday App onto your personal device you'll need to search for Workday in the Apple Store or Google Play Store on Android. The organisation ID is RBS.
- Your manager can arrange this using the usual ServiceLine Express process through the 'suspend user account request form'.
- Update your contact details with EquatePlus to receive emails to your personal email address.

4.2. During Partner Leave

4.2.1 Keeping in contact

- It's important to remember that you're still part of the team whilst you're on leave and maintaining regular contact with your line manager during this time will support this.
- You'll need to agree the level of contact you would like to have with your line manager, and how you'd like them to keep in touch (for example by calls, emails, or texts).
- To facilitate this, you must ensure all of your contact details are up to date in Workday.
- Your line manager will keep you informed of any re-organisation or changes in team/business area structure that happens during your leave.
- If there are changes while you're on leave, you'll be sent all the communications and will be treated as if you're still working.

4.2.2. Group communications during Partner Leave

During your Partner Leave you can expect to receive some standard items of communication as outlined below:

Communication	When	How
Pay slips	Monthly	Sent to your home address or can be accessed via the Workday App
Pay review comms	End February/early March	Sent to you by your line manager or can be accessed on the Workday App after the conversation with your line manager has taken place
Our View survey	September	Invited to access online by your line manager
ShareSave – invitation to join the Group's scheme	When a ShareSave option is announced	Accessed through your profile on ShareSave

4.2.3. Adoption placements ending during Partner Leave

If your adoption placement changes and comes to an end during your Partner Leave, leave can continue for up to 2 weeks after the end of the placement. Following this time, you must return to work.

4.3. After Partner Leave

4.3.1. Notice to return to work

- You must provide at least 28 days' notice of your intention to return to work.

4.3.2. Returning to work – general principles

- Accommodating returners to their old job, or where this is not reasonably practicable, to an alternative job of equivalent or greater pay or status at the same work location or within reasonable travelling distance of the employee's existing workplace.
- You're able to apply to work flexibly when returning from Partner Leave. Further information on our flexible working arrangements can be found in the [Flexible Working Policy and Support Pack](#) accessed through Human Resources > Working here > Life balance > Flexible working.

4.3.3. Phase back

- The option to phase back after Partner Leave can help the transition back to work, especially where you've taken the full 42 weeks of leave.
- You're able to take up to 12 weeks phase back and the phase back period should be proportionate to the amount of Partner Leave taken. For example, if you've taken 4 weeks Partner Leave you wouldn't need the full 12 weeks of phase back. However, if you've taken 27 weeks Partner Leave, 12 weeks phase back may be more appropriate.
- During phase back, you'll work reduced hours over a set period, and you'll receive your full Value Account during this time.
- There's no set programme of return as each request will be considered on an individual basis.
- Operational needs will also be taken into consideration when agreeing a phase back arrangement, however, line managers must make sure that all requests are treated with consistency.
- Phase back might involve a build-up of hours each day or the number of days in a week.
- Where you're phasing back to a part-time work pattern it's likely you'll do this sooner than someone phasing back to full-time.

- Any requests for phase back arrangements should be discussed as early as possible with your line manager, or during your return-to-work meeting (see below for more information on the meeting).
- During a phase back period, performance objectives will be based on actual working hours.

To help, here's 3 examples of how phase back could apply:

Example 1: Return to full time hours after 42 weeks of Partner Leave

- If you take the full 12-week phase back, you might work for 2 days a week for the first 2 weeks, 3 days a week for the next 5 weeks, and 4 days a week for the remaining 5 weeks before returning to your full-time hours 5 days a week from week 13.
- Full Value Account will be paid for your full contractual hours, not just the hours worked.

Example 2: Return to full time hours after 27 weeks of Partner Leave

- If you take 8 weeks phase back, you might work 3 half days a week for the first 4 weeks and 4 full days a week for the remaining 4 weeks before returning to your full time 5 days a week from week 13.
- Full Value Account will be paid for your full contractual hours, not just the hours worked.

Example 3: Return to part time hours (e.g., 20 hours per week) after 35 weeks of Partner Leave

- If you take the full 12-week phase back, you might work the first 4 weeks as 1 day a week for 5 hours, weeks 5 to 8 as 2 days a week for 5 hours, weeks 9 to 12 as 3 days a week for 5 hours before returning to 20 hours hour per week.
- Full Value Account will be paid for your full contractual hours, not just the hours worked.

4.3.4. Return to work meeting

A return to work meeting between you and your line manager should be held 8 weeks before you're due to return to work.

At the meeting the following should be discussed:

- The date you're proposing to return to work (including how you'll use any remaining holiday).
- Any phase back arrangements.
- Any arrangements to make the return to work as smooth as possible.
- Any training, support or development requirements to support your return to work.
- If you're making a flexible working request, you should discuss the proposed arrangements and how these fit with your team/business. Further information on the flexible working options available can be found in our [Flexible Working Policy and Support Pack](#) accessed through Human Resources > Working here > Life balance > Flexible working.

4.3.5. What happens when you return to work?

- On your first day back in the office, your line manager will bring you up to date on anything that affects you.
- Depending on the discussion before your return, your line manager may have put a training programme in place. This training will be informal and will vary from job to job.
- The degree to which training is needed will also depend on the length of time you've been on leave.
- The day may also include meeting with other team members (especially where there are new joiners to the team), getting to know new products and updating you on the Group's/business/team performance whilst you've been on leave.



Information for line managers - The return-to-work process

Once the return-to-work discussion has been completed line managers must:

- Ensure the Partner Leave absence is closed on Workday and return to work details are completed.
- Follow the flexible working application process where a request has been made. Further information on flexible working and the application process can be found in our [Flexible Working Policy and Support Pack](#) accessed through Human Resources > Working here > Life balance > Flexible working.

- Any job changes must be processed in Workday, taking effect the day Partner Leave ends. Where a period of holiday is taken immediately after Partner Leave, employees must be returned to work on Workday and then put on annual leave to ensure the correct payroll is applied.


There are several other things to consider and action when an employee returns to work, and these include:

- Securing a desk, laptop and telephone if required
- Re-activating e-mail accounts and systems access
- Updates to car parking registrations
- Refresher training
- Extending invites to team meetings and social events
- Re-instating 121s
- It's also useful for you to set some time aside on the first day and ask other team members to update the employee on any news, active projects, and anything else significant.

Remember that some of these can take time to set up, so ensure action is initiated in good time.

4.3.6. Leaving the Group

- If you choose to leave the Group and not return after your Partner Leave ends, you'll need to give the Group your contractual notice as outlined in your employment contract. You must inform your line manager in writing.
- If you only qualify for 2 weeks Partner Leave pay, payment of the outstanding amount at your leaving date will be paid in your final salary as a lump sum.
- If you qualify for full Partner Leave pay (e.g., 27 weeks), you'll be paid up until your leave date. No lump sum of any remaining Partner Leave will be paid.

 Further information on the [resignation process](#) including the treatment of pay and benefits, can be accessed through Human Resources > Working here > Leaving the bank > Resigning.

Information for line managers – processing resignations

Once you've received written confirmation of the resignation, you'll need to return the employee to work on Workday (i.e., take them off Partner Leave) and start the resignation process through Employee > Actions > Job change > Terminate employee.

5. Neonatal care and leave

You'll be supported with a period of additional leave if your baby must spend time in neonatal care.

5.1. To be eligible for NCL your baby must have

- Been born on or after the 06th April 2025.
- Been placed into neonatal care within 28 days of being born (counting from the day after your baby is born) and care must continue for a period of at least 7 consecutive days (beginning on the day after neonatal care starts).
- Medical care includes:
 - Medical care received in hospital, including treatment in a special care baby unit (SCBU), local neonatal unit (LNU) or neonatal intensive care unit (NICU).
 - Medical care received elsewhere following discharge from hospital. Such care must be under the direction of a consultant and includes ongoing monitoring and visits to the child by healthcare professionals.
 - Palliative or end of life care.

- Any medical care that doesn't fall within the definitions outlined above or that doesn't fall within the first 28 days of the baby's birth won't qualify for NCL.

Additionally, you must have primary caring responsibilities for the baby.

5.2. Length of neonatal leave

- The length of NCL will be dependent on how long your baby receives neonatal care but is capped at a maximum of 12 weeks.
- You can take one week of leave in respect of each week your baby receives neonatal care without interruption. The week begins on the day after care started.
- For parents with twins or other multiple births, NCL can't be claimed in respect of babies who are receiving care at the same time. For example, if both twins received care for 6 weeks, you're only able to take 6 weeks of leave.

5.3. When and how can leave be taken

- Any leave must be taken within 68 weeks of your baby's birth.
- NCL should be taken immediately after your planned family leave ends so that the time your baby has had to spend in neonatal care is compensated for. This will also support the Group operationally in providing cover during your time away, e.g. through a single secondment.
- If an employee isn't already on family leave whilst the baby is in neonatal care (e.g., paternity leave has run out while your baby is still in the hospital), legislation provides for flexibility and reduced notice requirements. As a result, there is a distinction between the time NCL is used. This is referred to as tier 1 or tier 2 periods.
- If NCL is taken whilst your baby is receiving care (and up to a week post discharge), this will be classed as a tier 1 period. Tier 1 leave can be taken in non-continuous blocks of a minimum of one week at a time. Tier 1 leave ends on the 7th day after the day your baby stops receiving neonatal care.
- All other NCL falls within the tier 2 period and must be taken in one continuous block. There is no option to take more than one period of NCL in the tier 2 period.

5.4. Giving notice

- In line with other family leave, you're expected to provide notice of your intention to take NCL and the required length of notice differs depending on when leave is taken.
- For tier 1 leave (leave taken when your baby is still receiving care), notice must be given before you are due to start work on your first day of absence in that week. Where this isn't reasonably practicable, you must give as much notice as soon as reasonably possible.
- For a single week of tier 2 leave, notice must be given no later than 15 days before the first day of NCL.
- For two or more consecutive weeks of tier 2 leave, notice must be given no later than 28 days before the first day of NCL leave.

5.5. Pay during NCL

You'll continue to receive your full Value Account during your NCL up to the NCL maximum of 12 weeks.

5.6. Requesting NCL

All requests for NCL must be logged on Workday.

5.7. Additional information about NCL

- In the very sad circumstances where a baby dies after NCL has accrued, you're still able to take the leave.

6. Miscarriage or stillbirths

- If your partner or surrogate experiences a miscarriage or stillbirth, you'll be able to take a minimum of 2 weeks bereavement leave.
- If your child passes away whilst you are on Partner Leave, then your Partner Leave will end and you will be able to take a minimum of 2 weeks bereavement leave.
- Leave is paid and must be taken within a 56-week period following the miscarriage or stillbirth.
- It can be taken flexibly in days or blocks of a week.



Further information on bereavement leave can be found in our [Holiday and Other Leave Policy and Support Pack](#) accessed through Human Resources > Absence > Holiday and other leave.

Further support is also available on our [Wellbeing Hub](#), specifically through our Moments that Matter guide accessed through Human Resources > Wellbeing > Moments that matter - in the moment support > Losing a baby.

Our Employee Assistance Programme offers free and confidential support to you and your immediate family members. Details of how to access this support is outlined in the [Supporting Working Parents](#) section of this policy.

7. Restructures and Partner Leave

- If your team/business area goes through a restructure, you'll be treated the same as other impacted employees. This includes being put at risk alongside other employees in a selection pool, inclusion in the consultation process and invitation to apply for voluntary redundancy.
- This approach applies regardless of where you are in your Partner Leave, i.e., about to go on leave, during leave or just finished leave.

Other general principles apply as follows:

- If you've been placed at risk of redundancy or you've been served notice of redundancy, you can still book Partner Leave provided the Partner Leave start date is before your indicative exit date. The same notice of your intention to take Partner Leave must be given to your line manager.
- Partner Leave can't start after your indicative exit date.
- If your exit date falls during your Partner Leave and before you've returned to work, you'll be paid a lump sum payment for the salary element of any remaining Partner Leave you've requested and had approved. For example, if you've requested 20 weeks Partner Leave and your exit date falls in week 15, you'll be paid for the remaining 5 weeks salary. You won't be paid for any Partner Leave that wasn't requested/approved and you won't be able to extend your Partner Leave.
- If you're in receipt of the unpaid element of Partner Leave during your redundancy notice period, you'll receive a top up payment to bring you up to your full Value Account during your contractual notice period.
- If your Partner Leave start date is before your indicative exit date but your baby arrives late and therefore after your indicative exit date, you'll be paid a lump sum payment for the approved Partner Leave you've requested.
- Partner Leave payments will be made in addition to any redundancy pay you'll receive under the Redundancy Policy.
- If you're applying for a secondment which takes you past your original exit date and you've (i) already had a Partner Leave request approved or (ii) you know you'll be making one; or (iii) you want to make one which would mean taking Partner Leave during the potential secondment, we encourage you to discuss this with the hiring manager before you apply. If you don't know at that time, e.g., you only find out your

partner is pregnant after putting in your application, please speak to the hiring manager as soon as you can. This will enable the hiring business to understand any operational impacts of a future absence. If you secure the secondment and Partner Leave can be accommodated, you can take the leave up to the new exit date, but you won't receive a lump sum payment for the remainder of the Partner Leave.

- If you're currently on a secondment which takes you past your original exit date and you've (i) already had a Partner Leave request approved or (ii) you know you'll be making one; or (iii) you want to make one which would mean taking Partner Leave during the secondment, we encourage you to discuss this with your secondment line manager and home line manager before you request the leave. If you don't know at that time, e.g., you only find out your partner is pregnant after putting in your application, please speak to your secondment line manager and home line manager as soon as you can. If Partner Leave can be accommodated, you can take the leave up to the new exit date, but you won't receive a lump sum payment for the remainder of the Partner
- If your original exit date is extended and you're remaining in your redundant role with a new exit date, you can still book Partner Leave provided the Partner Leave start date is before your new exit date. If your exit date falls during your Partner Leave, you'll be paid a lump sum payment for the salary element of any remaining Partner Leave you've requested and had approved.
- If you're based in Jersey and your indicative exit date is before one of the future blocks of leave, you'll be paid a lump sum payment for any remaining Partner Leave you've requested and had approved.

8. Supporting working parents

- We understand the challenges that parents face on returning to work after a period of Partner Leave and are committed to making the return as easy as possible for both yourself, your partner and your new child.
- We offer a number of policies and products which provide support for working parents, and this support is outlined below.

8.1. Wellbeing Hub

Our [Wellbeing Hub](#) accessed through Human Resources > Wellbeing, provides a range of useful information including details of our Employee Assistance Programme which is there to offer advice, information, and support on a wide range of issues, including childcare and parenting. It's a free and confidential service available to you and your immediate family members.

Call them on 0808 234 5303 in the UK, 1800 938 707 in Ireland or 00 44 203 936 1239 if you're in Gibraltar.

You can also go online. You'll need these details:

- External access: www.guidanceresources.com
- Click the 'Register' tab and enter our Web ID: NATWEST
- Change the flag icon to choose your location

Once you've registered on the website you can also download the App which will provide 24/7 access to support and information. Search for "Guidance Resources" in your App store to install the mobile app. You'll need the username and password you have created on the website.

The [Wellbeing Hub](#) also has useful information in the Family and carers zone, including support through our Family and Carers employee led network.

8.2. Parental Leave

- You'll usually need at least one year's continuous employment with the Group to be entitled to unpaid Parental Leave. However, if you have more than three months' continuous service, and the child is approaching 18, you can take one week's leave for every full month of continuous employment with the Group.
- You can take up to 26 weeks leave in total until your child's 18th birthday, which you can choose to take as a continuous block of 26 weeks. However, if you qualify for Parental Leave for more than one child, you can't take more than 26 weeks' Parental Leave in any 12-month period.

- In the case of children in receipt of disability living allowance, there's more flexibility when Parental Leave can be taken - this can be one day at a time or in longer periods if you wish.
- You may be able to add Parental Leave to the end of Maternity Leave and should you provide your line manager with three weeks' notice.

8.3. Parent's Leave

- You can take 9 weeks leave during your child's first 2 years (or for children who are adopted, within 2 years of the placement of the child). This leave is unpaid however you're able to claim Parents Benefit from the government.
- Parents leave increased from 7 weeks to 9 weeks on 1 August 2024. If you've already taken 7 weeks of Parent's Leave you can claim the additional 2 weeks if your child was under 2 on 1 August 2024 or your adopted child was placed with you less than two years on 1 August 2024.
- Parent's Leave must be taken in minimum 1-week blocks prior to your child's second birthday, or in the case of adoption within two years of the child being placed with the family. Requests for Parent's Leave should be submitted on Workday at least 6 weeks before the requested start date. Line Managers may ask to postpone Parent's Leave for up to 12 weeks if it can't be accommodated, for example because there are too many others in the team on leave or it is a peak time.

8.4. Employment breaks

The Group offers unpaid employment breaks to allow you time away from work to focus on other things in your life. You can request a break of between 8 and 52 weeks. Further information on employment breaks can be found in our [Holiday and Other Leave Policy and Support Pack](#) accessed through Human Resources > Absence > Holiday and other leave.

8.5. Special Leave – Dependents Leave

- We understand that sometimes things happen in life we can't plan. To support you during these times, you can take reasonable time off work to deal with emergencies involving a dependant. Leave can be paid or unpaid and you should discuss this with your line manager.
- Further information on dependents leave can be found in our [Holiday and Other Leave Policy and Support Pack](#) accessed through Human Resources > Absence > Holiday and other leave.

8.6. Special Leave - Compassionate Leave

- If the event of a serious illness involving your child, you're able to take reasonable paid time off to care for them. You'll need to agree leave with your line manager.
- Further information on compassionate leave can be found in our [Holiday and Other Leave Policy and Support Pack](#) accessed through Human Resources > Absence > Holiday and other leave.

9. Key actions, roles and responsibilities checklist

9.1. Before Partner Leave

For employees	For managers	Forms/documentation/further information
<ul style="list-style-type: none"> ✓ Read the Partner Leave Policy to fully understand the support available to you, including how leave impacts your pay and benefits. ✓ Speak to your line manager at the earliest opportunity and discuss likely timescales of leave. This will help in the any resource backfill that may be required to cover your leave. 	<ul style="list-style-type: none"> ✓ Read the Partner Leave Policy to fully understand the support available to employees and your role in the journey. ✓ Speak to the employee to gain an understanding of timescales and when leave will likely start and how long it will last. This will help you plan any resource backfill if required. 	<ul style="list-style-type: none"> ✓ Human Resources > Absence > Partner Leave.
<ul style="list-style-type: none"> ✓ For birth/surrogacy: Submit your request 15 weeks before your baby's expected due date. ✓ For adoption: Submit your request within 7 days of being notified you have been matched with a child or at least 28 days in advance of when you wish to take leave. 	<ul style="list-style-type: none"> ✓ Approve the Partner Leave request on Workday. Remember, provided all required notice has been provided and policy steps have been followed, you can't decline or postpone the request. 	<ul style="list-style-type: none"> ✓ Employee submits Partner Leave request on Workday. Human Resources > Everyday Support > Workday > Request Absence. ✓ Employee completes the self-declaration as part of the Workday request. This will be in your Workday inbox once you have made the request. You must respond to it before it passes to your Line Manager for approval. ✓ A Workday journey will launch for the employee once the leave request has been approved. It can be found on the Workday homepage.

<input checked="" type="checkbox"/> Agree with your line manager plans for any antenatal/adoption appointments where you'll need time away from work, ensuring you give reasonable notice if work needs to be covered.	<input checked="" type="checkbox"/> Agree with the employees plans for any antenatal/adoption appointments and cover work as required. <input checked="" type="checkbox"/> Consider any further support the employee may need during all stages of their Partner Leave.	<input checked="" type="checkbox"/> Human Resources > Working here > Life balance > Flexible working. <input checked="" type="checkbox"/> Human Resources > Absence > Holiday and other leave. <input checked="" type="checkbox"/> Human Resources > Wellbeing.
<input checked="" type="checkbox"/> Consider and discuss with your line manager any further support you think you may need during all stages of your Partner Leave.		
<input checked="" type="checkbox"/> Complete your quarterly check in paperwork before your leave.	<input checked="" type="checkbox"/> Complete the employee's quarterly check in paperwork with them before they leave.	<input checked="" type="checkbox"/> Human Resources > Developing yourself and others > Performance.
<input checked="" type="checkbox"/> Review your work priorities with your line manager to prepare a handover plan, and if appropriate and if known at this time a return-to-work plan.	<input checked="" type="checkbox"/> Review the employee's work priorities and identify any pieces of work which can't be completed before they start their leave. <input checked="" type="checkbox"/> Reallocate work as required. <input checked="" type="checkbox"/> Identify backfill resource and where possible, include an overlap for handover activity/training. <input checked="" type="checkbox"/> Work with the employee to prepare a handover plan and if known at this stage a return-to-work plan.	<input checked="" type="checkbox"/> Backfill should follow the same process as any other family leave cover. This can be done through a secondment, gig or re-distribution of work. The type of backfill chosen will depend on the length of Partner Leave. <input checked="" type="checkbox"/> Line managers will need to raise a job requisition to manage any vacancies they have as part of backfill – Human Resources > Workday help > Its for my team > Workday > Recruitment.
<input checked="" type="checkbox"/> Nominate a buddy/sponsor to keep you up to date with general news whilst you're on leave.	<input checked="" type="checkbox"/> Agree a buddy/sponsor with the employee and confirm the role you both see them taking.	<input checked="" type="checkbox"/> Human Resources > Absence > Partner Leave > Things to know > Buddy/sponsor support pack.
<input checked="" type="checkbox"/> Agree how you will keep in touch with your line manager and the frequency of the contact. <input checked="" type="checkbox"/> Agree with your line manager whether you want to retain basic systems access.	<input checked="" type="checkbox"/> Agree how you will keep in touch with the employee and the frequency of the contact. <input checked="" type="checkbox"/> Identify what kind of information the employee would be interested in receiving. If they would like	<input checked="" type="checkbox"/> ServiceLine Express – 'Submit a Suspend User Request' form.

	to receive information, then follow the appropriate Service Line Express process to enable basic systems access.	
<input checked="" type="checkbox"/> If your baby's born or placed before your original Partner Leave start date let your line manager know as soon as possible.	<input checked="" type="checkbox"/> If you need to make a change to the start date of leave, you can update this on Workday. You should do this as soon as possible.	<input checked="" type="checkbox"/> Human Resources > Everyday Support > Workday.
<input checked="" type="checkbox"/> Make any changes/updates to your NatWest Group Benefit elections.		<input checked="" type="checkbox"/> Partner Leave Policy – Benefits during Partner Leave

9.2. During Partner Leave

For employees	For managers	Process/documentation/further information
<input checked="" type="checkbox"/> Ensure you maintain the agreed contact with your line manager.	<input checked="" type="checkbox"/> Ensure you maintain the agreed contact with the employee.	
<input checked="" type="checkbox"/> Review your payslips every month and inform your line manager if anything is incorrect as soon as possible.	<input checked="" type="checkbox"/> During the employee's leave it's important that you review the payroll analysis you receive to check that their pay correct. This can help to prevent under/overpayments and ensure the employee isn't left with unexpected repayments when they return from leave.	<input checked="" type="checkbox"/> Human Resources > Pay > Pay explained > Payslip explained

9.3. After Partner Leave

For employees	For managers	Forms/documentation/further information
<input checked="" type="checkbox"/> Arrange a return-to-work meeting with your line manager 8 weeks before your expected return to work date.	<input checked="" type="checkbox"/> Agree a return-to-work meeting with the employee 8 weeks before the expected return date. <input checked="" type="checkbox"/> Update Workday with the employee's return to work date.	<input checked="" type="checkbox"/> Human Resources > Everyday Support > Workday <input checked="" type="checkbox"/> Useful Sites > Support Me > Access and Permissions

	<input checked="" type="checkbox"/> Re-enable systems access as appropriate through ServiceLine Express.	<input checked="" type="checkbox"/> Partner Leave Policy – Return to work meeting
<input checked="" type="checkbox"/> Agree any proposed phase back arrangements with your line manager.	<input checked="" type="checkbox"/> Agree any proposed phase back arrangements with the employee.	<input checked="" type="checkbox"/> Partner Leave Policy – Phase back
<input checked="" type="checkbox"/> If you're considering flexible working, speak to your line manager in the first instance. <input checked="" type="checkbox"/> Consider flexible working through the formal or informal route. The formal route may take longer to process, and you should apply in writing to your line manager in good time, preferably 8 weeks prior to your return to work.	<input checked="" type="checkbox"/> Consider any requests for either informal or formal flexible working arrangements.	<input checked="" type="checkbox"/> Flexible Working Policy – Human Resources > Working here > Life balance > Flexible working. <input checked="" type="checkbox"/> Formal flexible working requests: Employees must complete the Flexible Working Application Form accessed through Human Resources > Working here > Life balance > Flexible working > Tools to help you.
<input checked="" type="checkbox"/> Make any changes/updates to your NatWest Group Benefit elections within 30 days of your return.		<input checked="" type="checkbox"/> Partner Leave Policy – Benefits during Partner Leave <input checked="" type="checkbox"/> Human Resources > Pensions and benefits > Benefits Hub.