Paternity Support Guide **For Employees**

If you're not eligible for Statutory Paternity Pay (SPP), your employer must give you an SPP1 form.

This form explains the reason(s) you do not qualify.

Common Reasons You May Not Qualify for SPP

You might not be eligible for SPP if any of the following apply.

- You were not employed by your employer for long enough.
- Your average weekly earnings were too low.
- You did not notify your employer early enough that you intended to take paternity leave.
- You did not provide acceptable evidence of your entitlement (such as your SC3 form) soon enough.
- You are entitled to Statutory Sick Pay (SSP).
- You worked during the period when you intended to receive Statutory Paternity Pay.

Income Support Options

There is no dedicated benefit to replace Paternity Pay (unlike Maternity Allowance).

However, you may be able to apply for Universal Credit if you are on a low income.

You can check your eligibility for Universal Credit on the GOV.UK website.

Universal Credit – Help to Claim (Free Support)

Citizens Advice offers a free service to help you apply:

- England: 0800 144 8444
- Wales: 0800 024 1220
- Scotland: 0800 023 2581
- Northern Ireland (Advice NI): 0800 915 4604

Universal Credit: Contact Universal Credit – GOV.UK

Other Options

You may choose to use any accrued holiday entitlement to help cover loss of earnings during the period you would have received Paternity Pay.

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