

Rights and benefits for employees

The following information is correct as of September 2016, but rights and benefits may change. Please ensure that you have the most up-to-date details.

What are you entitled to?

Whether you have a right to time off work or financial benefits depends on many things, including whether you or your partner are on parental leave, whether you are employed, and your earnings before the baby's birth.

Financial benefits

It may seem strange and perhaps upsetting to think about claiming benefits when your baby has died. However, many bereaved families find themselves facing unexpected financial strain. So it is important to find out about all the benefits to which you may be entitled.

Maternity and paternity benefits can be complicated. They are administered by several government agencies and, in some cases, by employers. You may find the following information useful:

Citizens Advice Bureau

Time off

https://www.citizensadvice.org.uk/Global/Migrated_Documents/adviceguide/e-time-off-work.pdf

Parents who have begun or have arranged their maternity/ paternity/ shared parental leave at the time their baby dies, will be able to continue with this leave.

Maternity Leave

<https://www.citizensadvice.org.uk/scotland/work/rights-at-work/parental-rights/parental-rights-at-work/#h-maternity-rights>

Paternity Leave

<https://www.citizensadvice.org.uk/scotland/work/rights-at-work/parental-rights/parental-rights-at-work/#h-paternity-leave>

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Shared Parental Leave

<https://www.citizensadvice.org.uk/scotland/work/rights-at-work/parental-rights/parental-rights-at-work/#h-shared-parental-leave-nbsp->

Benefits after a child has died

<https://www.citizensadvice.org.uk/scotland/benefits/children-and-young-people/benefits-for-families-and-children/#h-help-for-families-and-children>

Help with funeral costs

<https://www.citizensadvice.org.uk/scotland/benefits/help-if-on-a-low-income/help-for-people-on-a-low-income-the-social-fund-and-other-welfare-schemes/#h-funeral-payments>

Other information:

Money Advice Service

<https://www.moneyadviceservice.org.uk>

ACAS

<http://www.acas.org.uk/media/pdf/0/m/Managing-bereavement-in-the-workplace-a-good-practice-guide.pdf>

Contact us

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