

**Parental leave form 2 – FATHER/NON-BIRTH MOTHER
After the birth**

This form must be submitted no later than six weeks after the birth.

Employee details

Name:		
Date of birth:		
AU ID:		
Job title:		
Place of employment:		
Tel.:	Work:	Personal:
Email:	Work:	Personal:

Read more about your right to parental leave here:

<https://medarbejdere.au.dk/administration/hr/barsel/nye-barselsregler-fra-2-august-2022>

Your right to salary during your leave is conditional on AU being able to obtain a full daily benefit refund.

Both weekends and bank holidays count as part of your parental leave. Parental leave is calculated weekly increments.

1. Multiple-birth parent

As a multiple-birth parent, you are entitled to an extra 13 weeks of paid leave.

Are you a multiple-birth parent? Yes <input type="checkbox"/> No <input type="checkbox"/>
--

2. Children's date of birth

Child 1's date of birth: _____ (dd-mm-yyyy)
Child 2's date of birth: _____ (dd-mm-yyyy)

3. Hospitalisation

If you have been in hospital together with your child during the first 46 weeks after the birth, you can extend your post-birth leave until ten weeks after the birth corresponding to the length of the hospital stay, up to a maximum of three months. To be eligible for an extension, you must not have resumed work while your child was in hospital. The extension of leave is with pay. If you wish to extend your post-birth leave until ten weeks after the birth due to your child's hospital stay, you must submit documentation from the hospital.

Hospitalisation: From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

4. Post-birth leave until ten weeks after the birth

Indicate below when you wish to take/took post-birth leave until ten weeks after the birth. As father/non-birth mother, you are entitled to two weeks of post-birth leave until ten weeks after the birth

in connection with the birth of your child. You may take your leave immediately after the child is born or, by agreement with your manager, at a different time during the first ten weeks after the birth.

I took/will take two weeks of post-birth leave until ten weeks after the birth:

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

5. Transfer of post-birth leave until ten weeks after the birth with parental leave benefits from the mother

Note that as a general rule, post-birth leave until ten weeks after the birth is without pay. However, under exceptional circumstances you may assume the mother's right to post-birth leave until ten weeks after the birth by proxy, in the event that the mother is unable to care for the child due to serious illness or death. In this situation, up to ten week of post-birth leave until ten weeks after the birth with pay can be transferred to you. Note that you must contact Udbetaling Danmark – the Public Benefits Administration yourselves to inform them of the transfer of leave.

Has post-birth leave until ten weeks after the birth with parental leave benefits been transferred to you from the mother?

Yes No

If so, how many weeks/days? Number of weeks: _____ Number of days: _____

I will take post-birth leave until ten weeks after the birth in the period:

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

Are you taking the requested post-birth leave until ten weeks after the birth due to the special circumstances referred to above?

Yes No

6. Transfer of leave after the tenth week after the birth with parental leave benefits from the father/non-birth mother (from week 11 after the birth)

Has the other parent transferred leave after the tenth week after the birth with parental leave benefits to you (maximum of five weeks)?

Yes No

If yes, how many weeks? : _____

7. Other information

7.1. If the child's mother is employed under the Danish State's Agreement on Maternity, Paternity, Adoption and Parental Leave

If the child's mother is employed in the state sector, we need information on whether the other parent is taking paid leave after the tenth week after the birth. If the child's mother is employed in the state sector, you as a couple are entitled to paid leave after the tenth week after the birth for a total of 26 weeks, to be divided between you as follows: Ten weeks are earmarked for the mother, ten weeks are earmarked for the father/non-birth mother, and six weeks can be divided between you as you see fit.

Is the other parent employed in the state sector?

Yes No

If yes, how many weeks of paid leave after the tenth week after the birth is the mother taking?

7.2. If the parents are not living at the same address at the time of the birth

If the parents do not live at the same address when their baby is born, the parent who shares the same officially registered address as the child will receive 13 weeks with parental leave benefits on top of their own 24 weeks with parental leave benefits. As a general rule, these 13 weeks of leave must be taken before the child's first birthday.

Have you been granted extra weeks of parental leave benefits by Udbetaling Danmark – the Public Benefits Administration?

Yes No

If yes, how many weeks? : _____

7.3 Solo parent

If a child has only one legal parent at the time of birth, the parent may apply for 22 additional weeks of leave with parental leave benefits benefit. As a solo parent, you are entitled to an extra ten weeks of paid leave.

Are you a solo parent?

Yes No

8. Taking leave after the tenth week after the birth:

You are entitled to 32 weeks of leave after the tenth week after the birth. You are entitled to 22 weeks of parental leave benefits during your leave after the tenth week after the birth. You are entitled to full salary during your leave for up to sixteen weeks after the tenth week after the birth, depending on how you as parents divide the parental leave benefits between yourselves. Please contact Udbetaling Danmark – the Public Benefits Administration if you have any questions about your weeks with parental leave benefits.

Leave after the 10th week after the birth **with** pay:

State the total number of weeks you are entitled to: _____

Of which _____ weeks will be taken full-time

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

Leave after the 14th week after the birth **without** pay:

State the total number of weeks you are entitled to: _____

Of which _____ weeks will be taken full-time

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

9. Deferred leave

If you do not wish to take all of your leave before the child's first birthday, you are entitled to defer up to five weeks of leave to be taken later on. By agreement with your manager, you also have the option to defer more than five weeks of leave to be taken later on, by agreement with your manager. You also have the option of combining both types of deferred leave.

For example: You wish to defer seven weeks of leave to take later. Two of these weeks can be deferred by agreement.

The deferred leave must be taken before your child's ninth birthday. Whether you are entitled to paid leave in this situation depends on whether you have already taken your paid leave or not. Please note that you are only entitled to take your deferred leave with pay if you are still employed by AU at the time when you take your leave. Leave with pay is on condition that you meet the applicable employment requirements in relation to reimbursement of parental leave benefits to AU when you take your deferred leave.

9.1. Deferred leave (up to five weeks)

You are entitled to defer up to five weeks of leave. If you switch jobs, you will retain your right to take leave, but not your right to paid leave. You must take all of your deferred leave at once.

I would like to defer _____ weeks of leave to take later on.

_____ of these weeks will be paid leave.

9.2. Deferred leave by agreement (more than five weeks)

Your right to take your deferred leave is conditional on your employment at AU. Your manager's approval of your deferred leave must be submitted by mail to HR or (if you are a PhD student) to the PhD administration office no later than six weeks after the birth of your child.

I wish to defer _____ weeks of leave to take later by agreement.

_____ of these weeks will be paid leave.

10 Part-time leave

You have the option of returning to work on a part-time basis during your leave. If you do so, your leave will be extended correspondingly. Your manager's approval of your returning to work on a part-time basis must be submitted by mail to HR or (if you are a PhD student) to the PhD administration office no later than six weeks after the birth of your child. For information on holiday during part-time leave, see the [website](#).

How many weeks of leave combined with work on a part-time basis do you wish to take?
_____ weeks.

Including: _____ weeks of paid leave.

You may work no more than 7 hours and 24 minutes per day, and no more than 37 hours per week.

Hours worked per week *before* reduction in connection with leave: _____

Hours worked per week *with* reduction in connection with leave: _____

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

New working hours per week:

Monday		Tuesday		Wednesday		Thursday		Friday	
Hours	Min.	Hours	Min.	Hours	Min.	Hours	Min.	Hours	Min.

11. Extension of leave after the tenth week after the birth

Each parent has an individual right to 32 weeks of leave after the child's tenth week. The leave to which a parent is entitled can be extended from 32 to either 40 or 46 weeks, without pay and without parental leave benefits.

I wish to extend my leave after the tenth week after the birth from 32 weeks to: 40 weeks 46 weeks

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

12. Childcare days

You are entitled to two childcare days per child per calendar year up to and including the year the child turns seven. However, childcare days for the calendar year in which the child is born can be carried over to the next calendar year. This applies regardless of when the child is born during the calendar year. In the same way, childcare days for older sibling(s) may be transferred to the subsequent calendar year if you have taken post-birth leave after the tenth week after the birth/placement within the same calendar year.

I will take _____ childcare days immediately following a period of leave, including _____ childcare days for the child's older sibling(s).

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

13. Taking holiday

Any holiday from the holiday year that you have been prevented from taking due to a holiday obstacle must be taken by no later than 31 December in the holiday period. Schedule your holiday by agreement with your manager. Get more information about holiday rules here:

<https://medarbejdere.au.dk/administration/hr/ferie/overfoersel-og-udbetaling-af-ferie-og-saerlige-feriedage>

Please indicate below when you would like to take these days of holiday:

From _____ (dd-mm-yyyy) to _____ (dd-mm-yyyy)

14 Any comments regarding your leave

IMPORTANT! As a general rule, the right to salary in accordance with the Danish state-sector parental leave agreement is conditional on Aarhus University being able to obtain a full daily benefit refund. In connection with Aarhus University's application for a refund of your daily benefit, you will receive notification paperwork from Udbetaling Danmark – the Public Benefits Administration by Digital Post. We kindly ask that you fill out the necessary notification paperwork, because the amount of the daily benefit you receive will not be refunded to Aarhus University if you fail to do so.