



Parental Leave

Note: This information is correct as of November 2019. This information comes from www.citizensinformation.ie Ensure you get the most up to date information by checking the Citizens Information website.

Parental Leave entitles parents to take **unpaid** leave from work to spending time caring for their children. There is no social welfare benefit for this leave.

Since 1st September 2019, you can take 22 weeks of parental leave for each eligible child. You must take parental leave before your child's 12th birthday (16th birthday for a child with a disability). Further changes will be made on 1st September 2020 when parental leave will be extended to 26 weeks per child.

(Before September 2019, parental leave was 18 weeks for each eligible child and parents could only take parental leave before a child's 8th birthday).

Generally you must have been working for your employer for a year before you are entitled to this leave. However, if your child is very near the age threshold and you have been working for your employer for more than 3 months, you can take pro-rata parental leave.

You must:

- Be a 'relevant parent'
 - o A parent
 - o The adoptive parent or adopting parent
 - o A person acting 'in loco parentis' (acting as a parent to the child)
- Take the leave before your child's 12th birthday (16th for a child with a disability)
- Give at least 6 weeks' notice to your employer
- Unless your employer agrees, take the leave in the way set out in the legislation, either one continuous block or at least 6 weeks

The legislation provides for the minimum entitlement to parental leave. Your contract may give you more extensive rights.

