



To: Chief Executive Officer
Each National Director
Director, National Ambulance Service
Each Assistant National Director of HR
Each Hospital Group CEO
Each Hospital Group Director of HR
Each Chief Officer CHO
Each Head of HR CHO
Head of HR, PCRS
Each CEO Section 38 Agencies
Each HR Manager Section 38 Agencies
Each Employee Relations Manager
Each Group Director of Nursing & Midwifery

Re: Extension of Parental Leave entitlement from 1 September 2020 and proposed extension of Parent's Leave & Benefit entitlements

Ref: CERS 45/2020

Date: 17th August 2020

Dear Colleagues

In response to a number of queries received relating to the proposed extension to parent's leave and benefit entitlements and the upcoming increase in parental leave entitlements, I wish to advise as follows:

Parent's Leave & Benefit Act 2019 – proposed extension

The Department of Employment Affairs and Social Protection has issued the following statement in relation to the proposed extension of entitlements under the Parent's Leave & Benefit Act 2019:

"Parent's Leave and Benefit remains as two weeks' paid leave for each parent of children born on or after 1 November 2019. The recent announcement proposing an extension to Parent's Leave and Benefit entitlements to increase to five weeks, will be examined as part of the budget process in the upcoming 2020 Budget. There is no further information on the implementation date, and any changes to entitlements will require legislation. Parent's leave must be taken within their child's first year, and can be taken as either two consecutive weeks or two separate weeks. This is in addition to existing Maternity, Adoptive and Paternity Benefits."

<https://www.gov.ie/en/publication/d87e2-proposed-extension-of-parents-benefit-entitlements/>

Parental Leave Acts 1998 to 2019

Parental leave for parents of eligible children will increase from 22 working weeks to 26 working weeks from 1 September 2020. Please refer to HSE HR Circular 17/2019 for further details: <https://www.hse.ie/eng/staff/resources/hr-circulars/hr-circular-017-2019-re-parental-leave-amendment-act-2019.html>

Managers should bring this information to the attention of employees within their area of responsibility.

Queries

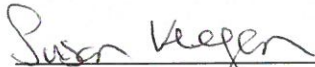
Queries from individual employees or managers in relation to this memorandum should be referred to local HR/Employee Relations Departments.

Queries from HR/Employee Relations Departments in relation to this memorandum may be referred to Aoife O Riordan, Corporate Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2.

Tel: 01 6626966, Email: aoife.oriordan@hse.ie

Please note that the National HR Helpdesk is also available to take queries on 1850 444 925 or ask.hr@hse.ie.

Yours sincerely

A. 
Aoife O Riordan
Employee Relations Executive