



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
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Mr. Cathal Crowe, TD

23 June 2025

PQ 32378/25 (Health): To ask the Minister for Health why nurses are currently not entitled to bereavement leave (Unlike teachers, nurses are not granted any bereavement leave for the death of an aunt, uncle, grandparents or brother/sister-in-law) that is comparable to other public servants; if she proposes to rectify this; and if she will make a statement on the matter. - Cathal Crowe

Dear Deputy,

I refer to your recent Parliamentary Question which was sent to the HSE for response.

The Department of Health issued Circular 15/2019 which set out the amendments to bereavement leave in the public health service arising from Labour Court Recommendation LCR22015. This Circular applied to employees whose bereavement leave commenced on or after 1 October 2019.

Following on the HSE Guidelines on Terms and Conditions of Employment www2.healthservice.hse.ie/files/145/ were updated in accordance with available at [HR Circulars 2019 - HSE.ie](http://HR.Circulars.2019-HSE.ie) Circular 29/2019 Section 1 Page 67 indicates 'Bereavement Leave' entitlements for all grades of staff.

This leave is available to all HSE staff in the event of the death of

- (a) A spouse (including a cohabiting partner), child (including adopted children and children being cared for on the basis of 'in loco parentis') or any person in a relationship of domestic dependency, including same sex partners.
- (b) Immediate relatives as follows: father, mother, brother, sister, father-in-law, mother-in-law.

In relation to your query please note 'In exceptional circumstances (e.g. where the employee concerned has lived in the same house as the deceased or has to take charge of funeral arrangements) an employee may be granted up to three working days' special leave on the death of a more distant relative'.

I trust this is of some assistance.

Yours sincerely,

Mairéad Ryan
National HR