

Circular No. 153/2000

12th December 2000

To each Health Board CEO / Chief Executive ERHA

To each direct funded voluntary agency



DEPARTMENT
OF HEALTH AND
CHILDREN
AN ROINN
SLÁINTE AGUS LEANAÍ

Shaping a
Healthier Future

Paternity Leave

I am directed by the Minister for Health and Children to inform you that, following agreement with the Health Service unions, it has been decided to introduce paternity leave into the health sector.

Conditions

It has been agreed to grant to fathers three days special leave with pay in respect of children born on or after 1st January, 2001. This leave may be taken at the time of the birth or up to four weeks after the birth.

Job-sharers and other persons with flexible working arrangements should be entitled to paternity leave on a pro rata basis.

In the case of adoption, where the date of placement is on or after 1st January 2001, the leave may be taken on or up to four weeks after the date of placement of the child.

In the cases where two or more children are born or two or more children are adopted, the entitlement to paternity leave will be 3 days for each child, e.g. where twins are born the father would be entitled to 6 days paid leave.

The provisions of this Circular also apply in respect of stillbirths after the 24th week of pregnancy.

Please inform your staff of the provisions of this circular.

Other Health Agencies

It would be appreciated if you would also inform those voluntary hospitals and mental handicap agencies in your region, which were formerly funded directly by this Department, and for which you now have funding responsibilities.

Any enquiries in relation to this circular may be addressed to Harry Harris (Telephone No. 01-6354073) or Gerard Coughlan (Telephone No. 01-6354058) Personnel, Management and Development Division.

Yours sincerely

Fergal Lynch
Personnel, Management and Development