



Príomhoifigeach Daoine

Feidhmeannacht na Seirbhísí
Sláinte Ospidéal Dr. Steevens',
Baile Átha Cliath 8, D08 W2A8

Chief People Officer

Health Service Executive,
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To:

- Chief Executive Officer**
- Each Regional Executive Officer**
- Each National Director**
- Each Assistant National Director HR**
- Each Assistant Chief Finance Officer**
- Each Hospital Group CEO**
- Each Hospital Group Director of HR**
- Each Chief Officer CHOs**
- Each Head of HR CHOs**
- 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**
- Each Group Director of Midwifery**
- Each Clinical Director**
- Director National Ambulance Service**

From: Anne Marie Hoey, Chief People Officer

Date: 28th June 2024

Subject: HR Circular 013/2024 - Extension of Parent's Leave and Benefit to 9 Weeks

Dear Colleagues

I wish to advise that [Statutory Instrument No. 300/2024 Parent's Leave and Benefit Act 2019 \(Extension of Periods of Leave\) Order 2024](#) has extended the duration of Parent's Leave and Benefit **from 7 weeks to 9 weeks from 1 August 2024.**

The additional two weeks of Parent's Leave applies to children who are under the age of 2 in August 2024, or adoptive children who have been placed with their parents for less than two years as of 1 August 2024

Eligible employees may avail of their parent's leave entitlement in a block of 9 consecutive weeks or in separate weekly blocks over a longer period within the first 2 years of the birth or adoptive placement of a child. Employees who had taken 7 weeks'

parent's leave prior to 1 August 2024 will now have an entitlement to an additional 2 weeks' leave.

An employee who is a relevant parent in more than one capacity in respect of a child is entitled to 9 weeks' parent's leave in total. Where the birth of a child is part of a multiple birth or a person adopts two or more children at the same time, the employee is entitled to 9 weeks' parent's leave in total.

The entitlement to parent's benefit is subject to the eligibility criteria and conditions set down by the Department of Social Protection and details are available on their [here](#). Public health service employees are not entitled to payment from their employer during parent's leave.

The main provisions of the 2019 Act (as amended) are outlined in section D of HSE [HR Circular 18/2021](#).

Please ensure that this Circular is brought to the attention of all managers and staff in your area of responsibility.

Queries

Queries from individual employees or managers regarding these arrangements should be referred to local HR Departments/Employee Relations Departments. Please note that the National HR Help Desk is also available to take queries on 1800 444 925 or email: ask.hr@hse.ie.

Queries from HR Departments on the contents of this Circular may be referred to National Employee Relations, HR Directorate, 63-64 Adelaide Road, Dublin 2 Tel: 01 6626966, Email: info.t@hse.ie.

Yours sincerely



Anne Marie Hoey
Chief People Officer