



Stiúrthóra Náisiúnta,
Acmhainní Daonna

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

National Director
Human Resources

Health Service Executive,
Dr Steevens' Hospital,
Dublin 8, 08 W2A8

www.hse.ie
[@hselive](https://twitter.com/hselive)

t 01 635 2319
e nationalhr@hse.ie

To:

- Chief 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, National Director of Human Resources

Date: 8th July 2022

Subject: HR Circular 020/2022 - Addendum to HSE HR Circular 18/2021 -
Extension of Parent's Leave and Benefit to 7 weeks

Dear Colleagues

I refer to *HSE HR Circular [018/2021](#): Family Leave and Miscellaneous Provisions Act 2021 – Amendment to Parent's Leave and Benefit Act 2019, Adoptive Leave Act 1995, Parental Leave Act 1998 and Paternity Leave and Benefit Act 2016 [here](#).*

The Government has confirmed the extension of parent's leave and benefit, as provided for in the Parent's Leave and Benefit Act 2019, **to 7 weeks effective from 1 July 2022 [here](#)**. Eligible employees may avail of their parent's leave entitlement in a block of 7 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 5 weeks' parent's leave prior to 1 July 2022 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 7 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 7 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 website gov.ie. 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 relevant 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 Helpdesk is also available to take queries from employees Tel: 1800 444 925 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
National Director of Human Resources