



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúrtóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

All Queries:

Corporate Employee Relation Services,
Human Resource Directorate,
HSE,
63 – 64 Adelaide Road,
Tel: 01-6626966.

HSE HR Circular 006/2011

7th November, 2011.

**To: Each Member of Management Team, HSE;
Each Regional Director of Operations, HSE;
Each Regional Assistant National Director of Human Resources, HSE;
Each Employee Relations Manager, HSE;
Each CEO, directly funded Voluntary Hospital / Agency;
Each HR Manager, directly funded Voluntary Hospital / Agency.**

Re: Paternity leave in the health service - Civil Partnership and Certain Rights and Obligations of Co-habitants Act 2010.

In accordance with section 3 of the Civil Partnership and Certain Rights and Obligations of Cohabitants Act 2010, it has been decided to extend the terms of the paternity leave scheme to same sex couples. This scheme provides that 3 days' special leave with pay may be granted at the time of the birth or up to four weeks after the birth.

In the case of adoption, the leave may be taken on or up to four weeks after the date of placement of the child.

Part-time employees should be granted paternity leave on a pro rata basis. It should be noted that paternity leave is granted in respect of each child, for example, in the case of twins the employee is entitled to 6 days' leave.

The new arrangements are effective from 7th November 2011.

Please bring this to the attention of all relevant managers.

Any queries on this Circular should be referred to **Corporate Employee Relations Services, 63/64 Adelaide Road, Dublin 2; telephone 01 6626966.**

Yours sincerely,

**Séan McGrath,
National Director of Human Resources.**