

As well as holiday leave provisions, a range of family friendly leaves are available enabling employees to balance work and family life.

Maternity/Paternity/Adoptive Leave

Maternity entitlements include time-off for ante-natal appointments, 26 weeks minimum maternity leave, additional leave of up to 16 weeks where necessary.

Paternity leave is available which amounts to two weeks within 26 weeks of the birth of a child.

Adoptive leave is available to an employee who is adopting a child. This leave amounts to a minimum of 24 consecutive weeks beginning on the date the child is placed with the employee. Additional leave of up to 16 weeks is available where necessary. This leave is available to an adopting mother, a sole male adopter and an employee who is an adopting father.

Parental Leave

All parents are entitled to 18 weeks or 90 days parental leave which can be taken in any manner agreed by the employee and the employer up until the child's eighth birthday.

Carer's Leave

From time to time, employees may be needed to provide full-time care to someone in need of full-time care and attention. These employees are entitled to take carer's leave of at least 13 weeks up to a maximum of 104 weeks. Carer's leave is unpaid but those who avail of carer's leave must have their jobs kept open for the duration of the leave.

Other types of Leave

An employer may decide to put in place arrangements for other types of such leave, e.g. Bereavement Leave, Study Leave, Career Breaks, Unpaid Leave, Sick Leave etc.

Any leave like this is at the discretion of the employer. Where these leave arrangements are in place they should be set out in writing in the Terms and Conditions of Employment given to employees.

Further Information

For further information on all or any of the above please contact our Information and Customer Services at Lo-call 1890 808090 or look at our website

www.workplacerelations.ie