



To: HR Managers

From: Civil Service HR Division, DPER

Date: 26 July, 2019

Re: Parental Leave in the Civil Service – Changes to Parental Leave

Dear HR Manager,

The parental leave arrangements for civil servants are set out in Circular 20/2008 - *Parental Leave in the Civil Service* - <https://circulars.gov.ie/pdf/circular/finance/2008/20.pdf>

In accordance with the terms of the Parental Leave (Amendment) Act 2019, I wish to inform you of an increase in the amount of unpaid parental leave.

<http://www.irishstatutebook.ie/eli/2019/act/11/enacted/en/html>

Parental leave for parents of eligible children will increase from

- 18 weeks to 22 weeks from 1 September, 2019 and from
- 22 to 26 weeks from 1 September, 2020.

There is no change to the maximum age of the child in respect of whom employees may take parental leave i.e. thirteen years. In the case of a child with a disability/long term illness, the age limit of sixteen years will still apply.

If civil servants have taken some, or all, of the current entitlement to 18 weeks parental leave, they are still eligible for the extra eight weeks of parental leave, once the child has not reached the maximum age.

Further changes are planned for later in the year with the introduction of a new scheme of paid parental leave. This new scheme will support parents during the first year of the child's life by providing two weeks of paid leave to both parents.

It is envisaged that the scheme will commence in late 2019 and will be available to parents in respect of all children born on or after the date of its implementation.

The conditions of eligibility for the scheme will be provided for in legislation which is currently being developed by the Department of Justice and Equality in cooperation with the Department of Employment Affairs and Social Protection. Departments and Offices will be advised of these changes once they come into effect.

Please bring this to the attention of all civil service staff in your Department/Office or in any bodies under the aegis of your Department/Office.

Yours sincerely,

Michael Ganly

Civil Service HR Policy Unit



An Roinn Caiteachais
Phoiblí agus Athchóirithe
Department of Public
Expenditure and Reform