**Statutory Family Leave**

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| **Legislation** | **Who is entitled to it?** | **Statutory Entitlement** |
| Maternity Protection Acts 1994 & 2004 | Female employees | **26 weeks** paid leave (Maternity Benefit paid by the State) plus an additional 16 weeks’ unpaid leave.  No minimum service required.  In the event of premature birth, the 26 weeks will be extended by an additional period of leave |
| Adoptive Leave Acts 1995 & 2005 and Family Leave and Miscellaneous Provisions Act 2021 | One parent of adoptive couple or a parent who is adopting alone | **24 weeks** paid leave (Adoptive Benefit paid by the State) plus an additional 16 weeks’ unpaid leave.  No minimum service required. |
| Paternity Leave & Benefit Act 2016 | New parents of children under 6 months (but not the mother of the child) | **2 consecutive weeks** paid leave (Paternity Benefit paid by the State).  The leave must be taken within 26 weeks of the child’s birth/placement.  No minimum service required.  An employee may postpone the leave in limited circumstances. |
| Parent’s Leave & Benefit Act 2019  and Family Leave and Miscellaneous Provisions Act 2021 | Each ‘relevant parent’ of a child  An employee must come within the definition of a “relevant parent”. The leave must be taken within 2 years of the child’s birth/placement. | **7 weeks** paid leave (Parent’s Benefit paid by the State).  The leave may be taken in a 7-week period or in separate periods of no less than one week.  An employee must come within the definition of a “relevant parent”.  No minimum service required.  An employer may postpone the leave for up to 12 weeks in limited circumstances. |
| Parental Leave Acts 1998 to 2019 | Parents and guardians of children under 12.  (16 if the child has a disability or long-term illness). | **26 weeks** unpaid leave per child under the age of 12 (16 if the child has a disability or long-term illness).  One year’s continuous service required.  The 26 weeks per child may be taken in one continuous period or in two separate blocks of a minimum of six weeks. There must be a gap of at least 10 weeks between the two periods of leave. If an employer agrees the leave can be separated into shorter periods. An employer may postpone the leave for up to 6 months in limited circumstances. |
| Force Majeure (Section 13 of Parental Leave Acts 1998 to 2019) | Employees for urgent unforeseen family reasons | Entitlement shall not exceed **3 days in any consecutive 12-month period or 5 days in any consecutive 36-month period.**  **Leave with pay** for **urgent unforeseen family** reasons owing to the injury or illness of a ‘relevant person’.  No minimum service required.  No notice required – the employee, however, must confirm that leave has been taken upon return. |
| Carer’s Leave Act 2001 | Employees in order to provide full time care to a relevant person | **104 weeks** leave. The leave can be broken into shorter periods not exceeding 104 weeks.  Leave is subject to the approval of the Department Social Protection.  An application must be made to the Department of Social Protection. Confirmation document must be signed at least 2 weeks before the commencement of the leave.  Carer’s Benefit subject to PRSI contributions.  12 months continuous service required. |
| Medical care Leave | Leave to provide significant personal care and support to certain specified persons (child, spouse/civil partner, cohabitant, parent, grandparent, brother or sister or a person residing in the same household) | **5 days unpaid** leave in any period of 12 consecutive months. Can be taken in single or multiple days. No state benefit available. |

**Jury Service Leave**

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| **Jury Service Leave** | Section 29 of the Juries Act 1976 provides that a person in employment under a contract of employment (full-time, part-time, temporary) is required to be released from work for the purpose of jury service.  A summons for Jury Service may cover a period of 4 days to 2 weeks, depending on the Court in question. |

*This document is a general guide only to the main provisions of specific pieces of legislation governing statutory family leave.*

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