

Employee Communication

Parents Leave Toolbox Talks - May 2021

What is Parent's leave and how does it work?

The Parent's Leave and Benefit Act 2019 amended by the Family Leave and Miscellaneous Provisions Bill 2021 provides five weeks statutory leave for a relevant parent within the first two years of a child's life, or in the case of adoption, within two years of the placement of the child with the family. Parent's leave is available to each parent. Parent's Leave, Paternity Leave and Parental Leave are individual family friendly leaves. Each leave must be applied for separately and has different entitlements.

What is Parent's Benefit?

Parent's Benefit is a new scheme payable by the Social welfare to parents who take parent's leave from work. It is available in respect of any child born or placed with their adoptive parents from 1 November 2019. Parent's Benefit provides five weeks Social welfare payment to each parent of a child aged under two years, or in the two years following an adoption. Parents can take 5 weeks together or take separate weeks of leave.

How to apply for Parents leave?

Put the request in writing to your employer six weeks before the date you intend to start the leave.

- indicate the expected start date and how long the leave will be.
- Where your employer is not the employer of the other parent taking maternity or adoptive leave then you must include appropriate certification confirming pregnancy and the expected date of confinement, or in the case of adoption the certificate of placement.

How can I sign up to apply for Parent's leave benefit?

The quickest way to apply for Parent's Benefit is online at MyWelfare.ie. You must have a verified MyGovID account to use MyWelfare.ie. You will need your child's Personal Public Service (PPS) Number to complete the application. If you are unable to apply online, the Parent's Benefit application form can be requested from the Parent's Benefit Section by email.

Mothers of children born on or after 1st November 2019 can only avail of their entitlement to Parents Benefit after their Maternity Benefit has ended. If a Mother chooses to take unpaid Maternity leave after their Maternity Benefit, they can only avail of their entitlement to Parents Benefit after their unpaid leave has expired.

Parent's leave and maternity leave

Parent's leave is separate to maternity leave. Parent's leave cannot start while you are on maternity leave but can start from the day maternity leave ends. You must make a separate application for parent's leave.

Here are some useful links:

For details on Parents leave and how to apply for the benefit please visit:

<https://www.gov.ie/en/service/b321b1-parents-benefit/>

Should you have any questions regarding Parents Leave please contact your Manager or a member of the HR team who are happy to help.

Kind Regards,
HR and Operations Management Team