**Statutory Employee Leave Options**

**Annual Leave (Paid)**

**Full-time Employee**

* **4 working weeks where employee works in excess of 1,365 hours**

**Part-time Employee**

* **8% of the hours worked in a leave year or**
* **1/3 of a working week for each month in which the employee worked in excess of 117 hours**

**Public Holidays (Paid)**

* **There are 10 Public Holidays in Ireland.**

**Full-time Employee**

* **is entitled to a paid day off on the holiday, or a paid day off that month, or an extra day’s annual leave, or an extra day’s pay.**

**Part-time Employee**

* **is entitled to a day's pay for the Public Holiday if you meet both these conditions:**

1. **worked for your employer at least 40 hours in the 5 weeks before the public holiday**
2. **The public holiday falls on a day you normally work**

**If employee is required to work that day you are entitled to an additional day's pay.**

**If employee does not normally work on that particular day, you should get one-fifth of your weekly pay. Even if you are never rostered to work on a public holiday, you are entitled to one-fifth of your weekly pay as compensation for the public holiday.**

**Parents Leave (State Paid and can be topped up by Employer)**

**7 weeks Parents Leave (increasing to 9 weeks in August 2024) to enable a parent provide, or assist in the provision of, care to the child. Parents Leave can be taken in one continuous period, or periods each consisting of not less than 1 weeks duration.**

**Entitlement to Parents Leave ends on the child’s second birthday, or not later than 2 years after the date of placement of an adopted child. In the event of a multiple birth or a multiple adoption, a parent is still only entitled to 7 weeks leave.**

**Parental Leave (Unpaid)**

**Both parents can avail of 18 weeks unpaid leave for each child under the age of 12 years of age (child with long term illness under 16 years). Parental Leave may consist of;**

1. **One continuous period, or**
2. **2 separate periods of a minimum 6 continuous weeks with a minimum 10 weeks interval between,**
3. **Where the Employer agrees, a number of periods of leave comprising of days and/hours off**

**Employee must have at least 12 months continuous service for full entitlement however where an employee has more than 3 months service, but less than 12 months service and the child is approaching the age threshold, the employee is entitled to take pro rata Parental Leave of 1 week for each continuous month of service.**

**Paternity Leave (State Paid and can topped up by Employer)**

**2 consecutive weeks’ paternity leave to enable a father to provide care, or assist with the provision of care, for the child or provide support to the mother or adopting parent or both. Can be taken at any time commencing in the date of the birth or adoption placement and ending no later than 26 weeks after the date of birth or placement. Multiple births or adoptions still only entitled to 2 weeks leave.**

**Maternity Leave (State paid and can be topped up by Employer)**

**Female employee is entitled to**

* **26 weeks’ unpaid maternity leave (may qualify for maternity benefit)**
* **16 weeks’ additional maternity leave (no maternity benefit)**

**Note: the contract of employment may provide for pay during maternity leave, but there is no legal obligation on the employer otherwise.**

**Leave to attend Ante-natal class**

**Expectant mother is entitled to take paid time off from your employment to attend antenatal appointments (and some antenatal classes).**

**Expectant father has a once off right to attend the 2 ante-natal classes immediately before the birth.**

**Adoptive Leave (State Paid and can be topped up by Employer)**

**24 consecutive weeks’ unpaid leave for female, and additional 16 consecutive weeks unpaid.**

**Health & Safety Leave (Paid for initial 3 weeks then State Payment)**

**An employee is granted health and safety leave from employment if your their cannot remove a risk to your health while they are pregnant, or breastfeeding, or assign them alternative "risk-free" duties. The employer pays normal wage for the first 21 days (3 weeks) of the health and safety leave and the Department of Social Protection pays Health and Safety Benefit for the remainder of the necessary absence.**

**Carers Leave (State Payment)**

**Provides a leave entitlement for employee’s to avail of temporary unpaid Carers Leave, to enable them to care personally for a person who requires full-time care and attention.**

**13-104 weeks if continuously employed by that employer for 12 months.**

**The Carer may attend an educational or training course, take up voluntary work or work no more than 18.5 hours per week.**

**Force Majeure (Paid)**

**3 days in any 12-month period or 5 days in a 36-month period.**

**The Parental Leave Acts 1998-2006 gives all employees a right to limited leave with pay for family crises.  This leave is called Force Majeure Leave.  It may be availed of where, owing to injury or the illness of specified relatives, the immediate presence of the employee is required at the place where the family member is.**

**Unpaid Leave for Medical Purposes**

**Unpaid leave for medical care was introduced on 3 July 2023.It gives the employee 5 days unpaid leave in any 12 consecutive months if they need to take time off work to deal with serious medical care for a child or other relevant person like a family member. The leave is available to both parents and carers.**

**The employee does not have to give the employer notice to take the leave in emergency circumstances. The employee should give notice if it’s possible to. Unpaid leave for medical care is different to Force Majeure Leave, which is paid leave for an urgent family crisis.The employee does not need to take the leave all at once. It can be taken as single or multiple days. The leave cannot be taken in periods of less than one day.**

**Bereavement/Compassionate Leave (Usually Paid)**

**There is no legal obligation on employers to grant special leave on compassionate grounds for bereavement. However, many employers will grant leave in certain circumstances (discretion) and this should be covered in an employees’ written terms and conditions of employment.**

**Statutory Sick Pay (Paid) – Commencing 1st January 2023**

**The new scheme will start with 3 days' paid sick leave per year in year one, rising to 5 days in year two, 7 days in year three, and employers will eventually cover the cost of 10 days in year four.**

**Sick pay will be paid by employers at a rate of 70% of an employee’s wage, subject to a daily maximum of €110.An employee must obtain a medical certificate to avail of Statutory Sick Pay, and the entitlement is subject to the employee having worked for their employer for a minimum of 13 weeks.**

**Domestic Violence Leave (Paid) – Not yet enacted\*\***

**Domestic Violence Leave has been included in the the Work Life Balance and Miscellaneous Provisions Bill 2022. The Bill will see the introduction of paid leave for victims of domestic violence. Once enacted, those who are suffering or at risk of domestic violence will be entitled to five days of paid leave per year.**