

**HR & Member Services**

**Prior to the birth of baby:**

Expectant fathers have [a once-off right to paid time off work to attend the 2 antenatal classes immediately prior to the birth](http://www.irishstatutebook.ie/2004/en/si/0653.html).

This is normally when the father is expecting their first child.

In order to take this paid time off work, the employee must notify the employer in writing at least 2 weeks before classes begin.

The employee should outline the dates and times of the classes, as your employer has the right to request this.

**Post birth of baby:**

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

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.

Please note that although these are current entitlements due to the high cost of living we are finding that most expectant fathers choose to only take some of this leave – mostly the Paternity Leave and Parents Leave as they would received at a minimum state benefit for this time away from work.