



Circular 12/2023

26th September 2023

To: National Director of Human Resources, HSE
CEOs and HR Managers of the NCSAs

Change to Parental Leave Age Limit in the Public Health Sector

Dear Sir/Madam

The [Parental Leave Act, 1998](#) and the [Parental Leave \(Amendment\) Act, 2019](#) sets out a statutory entitlement to unpaid parental leave of 26 weeks.

It has now been decided to set the maximum age of the child in respect of whom employees may take parental leave at sixteen years in all cases including for parents of children with a disability or long-term illness and in the case of adoption.

There is no change to the amount of Parental Leave that can be availed of.

General Queries

Requests for clarification from individual employees should be directed to the employee's own HR Manager where they are employed. Requests for clarification from HR Managers in the NCSAs and from HSE National Employee Relations should be raised directly with National_HR_Unit@health.gov.ie

Circulation

Please bring this circular to the attention of HR Managers, payroll and staff of your organisation. The HSE is also requested to bring this circular to the attention of Section 38 employers.

Yours sincerely

Michael O'Leary, Principal Officer
PPSU & IRU, Resources Division