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Each Group Director of Midwifery
Each Clinical Director
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From: Anne Marie Hoey, National Director of Human Resources

Date: 3rd October 2023

Subject: HR Circular 023/2023: Change to Parental Leave Age Limit in the Public Health Sector

Dear Colleagues

Please find attached a copy of Department of Health Circular 12/2023 **Change to Parental Leave Age Limit in the Public Health Sector**.

The Circular gives effect to an increase in the maximum age of the child in respect of whom employees may take parental leave to **sixteen years** in all cases including for parents of children with a disability or long-term illness and in the case of adoption.

This supersedes the previous maximum age limit which was 13 years in the public health sector as set out in [HSE HR Circular 003/2011](#). In the case of a child with a disability the upper age limit was specified as 16 years under **HSE HR Circular 003/2011** and this provision remains unchanged.

There is no change to the amount of Parental Leave that can be availed of i.e. 26 working weeks.

Please ensure that this Circular is brought to the attention of all relevant managers and staff in your area of responsibility.

Yours sincerely

Anne Marie Hoey
National Director of Human Resources