

New extension announced to Irish Parent's Leave Benefit

Insights - 01/08/2024

Parent's leave is the term given to the time off work which a parent is entitled to in order to care for their children during the first two years of the child's life. This leave may be taken any time in the first 24 months after the child was born, or 24 months of the placement of the child with the family in instances of adoption. It is not to be confused with parental leave, which lasts for 26 weeks and is subject to different terms and conditions.

What are the legislative changes?

From 1 August 2024, parent's leave will increase from seven weeks to nine weeks, pursuant to the Parent's Leave and Benefit Act 2019 (Extension of Periods of Leave) Order 2024. Parent's Benefit will also increase to nine weeks from 1 August 2024.

How will it apply?

Parent's leave can be taken if your child is under the age of two on 1 August 2024, or if your adopted child has been placed with your family less than two years on 1 August 2024. The extra leave must be completed on or before your child's second birthday or within two years of the adoption placement.

Parent's leave can be taken as:

- one continuous period of nine weeks leave
- separate periods of not less than one week

Are you entitled to parent's leave?

You may qualify for parent's leave if you satisfy any of the following criteria:

- are a 'relevant parent' ([see definition](#))
- you are self-employed or are employed and give at least 6=six weeks' notice to your employer that you intend to take the leave
- you have made adequate Pay Related Social Insurance (**PRSI**) contributions

How Ogier can help?

If you have enough PRSI contributions, you are also entitled to a payment of 'Parent's Benefit' of €274 per week, to be paid by the Department of Social Protection. Payment between you and your employer is a matter dictated by your employment contract.

For more information on parent's leave or any other types of leave that may affect your organisation's workforce, please contact a member of our Employment & Corporate Immigration Team via their contact details below.

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