

Your **PARENTAL LEAVE** Rights Explained

Guide to the **Parental Leave Acts 1998–2006**

PROGRESS

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<http://ec.europa.eu/social/main.jsp?langId=en&catId=327>

The information contained in this publication does not necessarily reflect the position or opinion of the European Commission.

Parental Leave Act, 1998 And Parental Leave Amendment Act, 2006

Explanatory Booklet

This booklet sets out the main elements of the Parental Leave Act, 1998 (No.30 of 1998) and the Parental Leave Amendment Act, 2006 (No.13 of 2006), known collectively as the Parental Leave Acts. It was further amended by provisions of the Civil Law (Miscellaneous Provisions) Acts 2008. Copies of the legislation are available from the Government Publications Office, Molesworth Street, Dublin 2 (Tel: 01 647 6879) or on www.oireachtas.ie

They are also available on www.equality.ie

The Parental Leave Act, 1998 gives effect to an EU Directive on parental leave (96/34/EC) and came into operation on 3rd December, 1998.

*This booklet is intended for information purposes only.
This is not a legal document.*

It is important to note that this is an information booklet on the provisions of the Parental Leave Acts. It is not a legal interpretation of the provisions. You may need to seek legal advice for an interpretation of the provisions.

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1. Purpose of the Acts

The Parental Leave Acts 1998–2006 have two main purposes:

- (a) to give men and women the right to take up to 14 weeks of unpaid leave from employment to allow them to take care of their young children.

The Acts allow the parental leave to be taken either as a continuous block of 14 weeks or, with the agreement of the employer, broken up over a period of time. The employment rights of the employee are protected while s/he is on parental leave, and the employee has the right to return to work after such an absence.

- (b) to provide for limited paid leave (force majeure leave) to enable employees to deal with family emergencies resulting from the injury or illness of a family member up to a maximum of 3 days in any 12 consecutive months or 5 days in any 36 consecutive months.

2. Entitlement to Parental Leave

Parents of children born on or after 3rd June, 1996, or adopted on or after that date, are entitled to parental leave. Each parent is entitled to 14 weeks' parental leave for each child born or adopted on or after that date.

The leave must be taken before the child reaches 8 years of age, except in certain circumstances in the case of an adopted

child. In the case of a child who is under 6 years at the time of the adoption, the leave must be taken before the child reaches 8 years of age. However, if the child is aged between 6 years and 8 years at the time of the adoption, the leave must be taken within 2 years of the adoption order.

If the child concerned has a disability, the leave must be taken before the child reaches 16 years of age or ceases to have that disability or any other disability (whichever occurs first).

People acting in place of the parents - such as a guardian - are also entitled to parental leave.

2.1 Minimum period of employment required

Generally, the employee must have at least one year's continuous service with the employer before s/he is entitled to take parental leave. However, where the child is nearing 8 (or 16 if the child has a disability) and the employee has more than three months', but less than one year's, service with the employer, s/he shall be entitled to pro rata parental leave. This means that the employee will be entitled to one week's leave for every month of continuous employment completed with the employer when the leave begins.

2.2 Transfer of Leave

Each parent has a separate entitlement to parental leave from his or her job. Where both parents are employed by the same employer, either parent is entitled, subject to the consent of the employer concerned, to transfer all or any part of his/her parental leave to the other parent (Civil Law (Miscellaneous Provisions) Acts 2008).

3. How Leave May Be Taken

The leave may be taken as a continuous block of 14 weeks, or, if the employer agrees, broken up over a period of time. For example, the employee can take the leave as individual weeks, days or hours. However, the employee is not entitled to any more than 14 weeks' leave per child.

3.1 “Broken” Leave

If the leave is to be broken up, there are two ways of calculating the entitlement:

Where an employer and an employee agree on a reference period.

Where the employer and employee can agree on the 14 weeks that can be taken as the ‘reference period’ on which parental leave should be based, the total number of hours worked by the employee during that period represents the total number of hours’ of leave to which the employee is entitled (irrespective of how the leave is spread).

Where an employer and an employee cannot agree on a reference period.

In the event that the employer and employee are unable to agree on a particular period of 14 continuous weeks to be used as a reference period (e.g. where the employee does not work a fixed number of hours per week), then the formula in Appendix A can be used (see Appendix A).

Absences on other types of leave such as annual leave should not be included when calculating parental leave.

Where an employee qualifies for parental leave for more than one child, the employee may not take more than 14 weeks of parental leave in any 12 month period, unless the employer agrees otherwise. However, parents of twins or triplets can take more than 14 weeks of parental leave in a year.

4. Protection of Employment Rights

An employee on parental leave is viewed as being employed and keeps all of his or her employment rights (except the right to remuneration and superannuation benefits). The absence, therefore, will count as reckonable service for the purposes of annual leave, increments, seniority, etc.

However, an employer may require that a period of probation, training or apprenticeship be suspended while the employee is on parental leave and be completed by the employee at the end of that period.

Parental leave cannot be treated as part of any other leave to which the employee is entitled (e.g. sick leave, adoptive leave, maternity leave, annual leave or force majeure leave).

4.1 Annual Leave and Public Holidays

Employees are also entitled to any public holidays that occur during their parental leave. These can be added to the end of the parental leave. Annual leave continues to build up while on parental leave and should be granted by the employer in accordance with Section 20 of the Organisation of Working Time Acts, 1997.

4.2 Protection Against Dismissal

If an employee is dismissed because he or she takes parental leave or force majeure leave, this is seen as an unfair dismissal under the Unfair Dismissals Acts, 1977 to 1993, unless there are substantial grounds justifying the dismissal.

In addition, if an employee is not allowed by his or her employer to return to work from parental leave, the employee is viewed as having been unfairly dismissed under the Unfair Dismissals Acts, 1977 to 1993, unless there are substantial grounds justifying the dismissal.

5. Notification of Parental Leave

An employee must give written notice to the employer that he or she would like to take parental leave, not later than six weeks before the employee plans to take the leave.

The notice must include the following details:

- the date on which the employee intends to begin the leave;
- the length of time that the employee plans to be on parental leave;
- the manner in which the employee proposes to take the leave;
- the employee's signature.

However, the Acts provide that an employer may, at his or her discretion, waive all or part of the notification period.

The employer may require the employee to give proof that he or she is entitled to parental leave (e.g. the child's date of birth, the date of the adoption order or evidence of parentage) and if relevant, the disability of the child.

6. Confirmation of Parental Leave

Once the employee has notified her or his employer that she or he wants to take parental leave, the employee and the employer must prepare a 'confirmation document'. This document must be prepared no later than four weeks before the leave is due to begin.

The document must include the following details:

- the date on which the leave will begin;
- the length of time that the employee will be on parental leave;
- the manner in which the leave will be taken;
- signatures of the employer and the employee.

6.1 Alterations to the Confirmation Document

Once a confirmation document has been signed by both the employee and the employer, it cannot be altered unless both parties agree.

6.2 Revocation of Notice

The employee may change her or his mind and decide not to take parental leave at any time before the confirmation document is signed. The employee must notify the employer in writing that she or he has decided not to take parental leave.

6.3 Illness

An employee who falls ill while on parental leave and, as a result, is unable to care for the child may suspend the parental leave while ill and begin the parental leave again once she or he has recovered.

7. Postponement of Parental Leave by the Employer

The employer may decide to postpone the parental leave, if he or she is satisfied that granting the leave would have a substantial adverse effect on the operation of his or her business. The postponement may be for a period not exceeding six months, to a date agreed on by both the employer and the employee.

7.1 Notification of Postponement

The employer must notify the employee, in writing, of his or her intention to postpone the leave, no later than four weeks before the proposed date that the leave is due to begin. The employer must say why the leave is being postponed and must consult the employee before giving such notice.

7.2 Limitations on Postponement of Leave

Generally, the employer may postpone the leave only once in respect of any particular child. If, however, the reason for the postponement is seasonal variations in the volume of work, the leave may be postponed twice in respect of the same child.

Parental leave cannot be postponed by the employer once a confirmation document has been signed by both parties.

If, solely as a result of postponement, the child concerned will reach the age threshold before the end of the leave, the employee retains the entitlement to take the parental leave.

8. Abuse of Parental Leave

An employee must use his or her parental leave to take care of the child concerned.

8.1 Termination of Parental Leave

The employer may end the leave if s/he has reasonable grounds to believe that it is being used for a purpose other than taking care of the child concerned.

However, before ending the leave, the employer must notify the employee, in writing, of his or her intention to do so, and invite the employee to give an explanation within 7 days. The employer is obliged to consider the employee's explanation before deciding whether to end the leave.

If the employer decides to end the leave, the employee must be notified, in writing. The employer must say why the leave is being ended and when it is to be ended. The date that the leave is being ended must be no less than 7 days after the date this notice is given. Alternatively, the employer may permit the employee to complete the period of parental leave before returning to work.

In a case where the leave is ended, the employee shall return to work. Any period between the date of the employee's return to work and the date on which the leave would have ended if the employee had completed the leave, does not count as parental leave.

8.2 Refusal to Grant Parental Leave

The employer may refuse, in writing, to grant parental leave if s/he has reasonable grounds to believe that the employee is not entitled to such leave. Before refusing to grant the leave, however, the employer must notify the employee, in writing, that he or she plans to refuse the leave. The employer must also invite the employee to reply within 7 days and to say why the leave should be given. The employer is obliged to consider the employee's reply before deciding whether to refuse the leave. The reasons for such refusal must be given.

9. Return to Work

An employee is entitled to return to work at the end of a period of parental leave with the employer with whom s/he was working immediately before the absence, or with his or her successor.

An employee is entitled to return to the job held immediately prior to the leave and under the same contract, terms and conditions of employment.

If the business has changed ownership during the employee's absence on the leave, s/he is entitled to work under a contract of employment identical to the contract that existed with the original employer.

An employee is entitled to work under terms or conditions not less favourable and including any improvements to the terms or conditions of employment, to which the employee would have been entitled, if he/she had not been absent from work.

If the job held by the employee before commencing parental leave was not his or her normal or usual job, the employee shall be entitled, following a period of parental leave, to return to that job, or to his or her normal or usual job, as soon as is practicable.

If an interruption or work stoppage at an employee's place of employment on the date of the intended return to work makes it unreasonable to expect the employee to return to work on that date, the employee may return to work as soon as it is practicable after the interruption or cessation ends.

9.1 Alternative Employment

If it is not reasonably practicable for an employer, or his or her successor, to allow an employee to return to the job held immediately prior to the leave, the employer, or his or her successor, must offer the employee suitable alternative employment under a new contract of employment. The terms of the alternative employment (e.g. the place of work, the capacity in which the employee is employed) must not be less favourable to the employee than the terms of his or her original job.



10. Force Majeure Leave

An employee is entitled to leave with pay from his or her employment for urgent family reasons, if any of the following people become sick or are injured:

- (a) a child or adoptive child of the employee;
- (b) the spouse of the employee, or a person with whom the employee is living as husband or wife;
- (c) a person to whom the employee is in loco parentis (essentially acting as a parent);
- (d) a brother or sister of the employee;
- (e) a parent or grandparent of the employee;
- (f) a person living with the employee and who is relying on the employee to act as carer. The sexual orientation of the persons concerned is immaterial.

The employee is entitled to force majeure leave only if his or her presence with the the ill or injured person is indispensable. During an absence on force majeure leave, an employee is regarded as being employed and keeps all of his or her employment rights.

Force majeure leave is paid leave. It cannot be treated as part of any other leave (e.g. sick leave, adoptive leave, maternity leave, annual leave or parental leave) to which the employee is entitled.

10.1 Notification of Force Majeure Leave

As soon as reasonably practicable after his or her return to work after an absence on force majeure leave, an employee must confirm to his or her employer that he or she has taken the leave. The notice must include the information contained in the Form at Appendix B.

10.2 Maximum Entitlement

An employee may not take more than 3 days of force majeure leave in any 12 consecutive months, or 5 days in any 36 consecutive months. Absence for part of a day is counted as one day of force majeure leave.

11. Disputes

The process for resolving disputes on parental leave do not apply to members of the Defence Forces.

11.1 Reference of Disputes to Rights Commissioner

Employees and employers are entitled to refer a dispute about an entitlement under the Acts to a Rights Commissioner. Disputes concerning the dismissal of an employee are dealt with under the provisions of the Unfair Dismissals Acts, 1977 to 1993. A dispute about parental leave must be referred to a Rights Commissioner within 6 months of the dispute.

11.2 Appeal from Decision of Rights Commissioner

The employer or employee may appeal the Rights Commissioner's decision to the Employment Appeals Tribunal. An appeal is made by giving written notice to the Tribunal within 4 weeks of the date on which the Rights Commissioner's decision is given.

11.3 Redress

The Rights Commissioner and the Employment Appeals Tribunal may order either or both of the following:

- that parental leave is to be given and the way in which it is to be taken;

- the payment to the employee by the employer of compensation not exceeding 20 weeks' of pay.

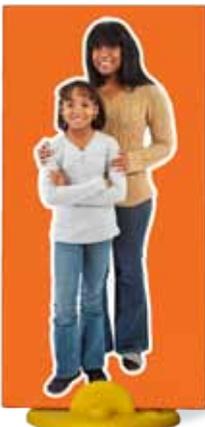
The Rights Commissioner or the Employment Appeals Tribunal may order either the employer or employee to do such things as are considered necessary or to resolve the dispute.

11.4 Enforcement by the Circuit Court

If a person fails or refuses to comply with a decision of the Rights Commissioner or a determination of the Tribunal, the other party, or the Minister for Justice and Law Reform, if he or she considers it appropriate having regard to all of the circumstances, may apply to the Circuit Court for an order requiring the decision of the Rights Commissioner or the Tribunal to be implemented.

11.5 Appeals to the High Court

Either an employer or an employee involved in a case at the Employment Appeals Tribunal may appeal to the High Court from a decision of the Tribunal on a point of law.



12. Records

An employer must keep a record of parental leave and force majeure leave taken by his or her employees, specifying the period of employment of each employee and the dates and times of the leave taken. Such records must be retained for 8 years. An employer who fails to keep such records may be liable, on summary conviction, to a fine.

Copies of all notices and documents required under the Acts must be retained by the employee and the employer for one year.

13. Preservation of Social Insurance Benefits

The Minister for Social Protection has introduced Regulations to ensure the preservation of social insurance records for employees who avail of parental leave. In such circumstances, employees should only contact the Department when their employer has not paid a contribution for the week/weeks of parental leave taken. Where a contribution has not been made, employees should forward a letter from their employer to the Department of Social Protection giving the dates of parental leave in order to have credits updated.

Department of Social Protection

Records Update Section

McCarter's Road, Ardarvan

Buncrana, Co. Donegal

LoCall: 1890 690 690 (from the Republic of Ireland only)

Telephone: + 353 1 471 5898 (from Northern Ireland or overseas)

Appendix A

A.1 Calculation of “Broken” Leave

In accordance with section 7(2)(a)(ii) of the Acts, in circumstances where the employer and employee are unable to agree on a period of 14 continuous weeks, the following is an example of how parental leave should be calculated.

First Leave

- (a) If the employee is taking leave for the first time:

Calculate the total number of hours worked by the employee in the 14 weeks ending immediately before the week in which the employee proposes to commence the first period of leave. This figure represents the total number of hours’ leave to which the employee is initially entitled.



Second or subsequent Leave

- (b) On the second and subsequent occasions on which the employee wishes to take part of his or her parental leave:

Calculate the total number of hours worked by the employee in the 14 weeks ending immediately before the week in which the employee proposes to commence the new period of leave.

Add this to the totals calculated on each of the previous occasions the employee took part of his or her parental leave, and calculate the average of these figures.

This new total represents the average hours worked by the employee over a number of 14 week periods and represents the employee's revised entitlement to parental leave.

- (c) Calculate the total number of hours of parental leave already taken by the employee and subtract this figure from the total reached in (b). The outcome represents the balance of parental leave to which the employee is entitled.

A.2 Example of Calculating “Broken” Leave

The employee wishes to take short periods of leave over a long time scale.

On the **first** occasion, the employee has worked 500 hours in the 14 weeks immediately prior to the week of commencement of the leave. The employee takes 20 hours' leave.

The **second** time the employee wishes to take leave, s/he has worked 450 hours in the 14 weeks immediately prior to the week of commencement of the leave. The revised entitlement is calculated as follows:

$$450 + 500 = 950$$

$$950 \div 2 = 475$$

The employee has already taken 20 hours' leave, so s/he has 455 hours remaining. On this occasion the employee takes 25 hours.

On the **third** occasion, the employee has worked 480 hours in the 14 weeks immediately prior to the week of commencement of the leave. The revised entitlement is calculated as follows:

$$480 + 450 + 500 = 1,430$$

$$1,430 \div 3 = 477$$

The employee has already taken 45 hours' leave, so s/he has 432 hours remaining. On this occasion the employee takes 20 hours.

On the **fourth** occasion, the employee has worked 500 hours in the 14 weeks immediately prior to the week of the commencement of the leave. The revised entitlement is calculated as follows:

$$500 + 480 + 450 + 500 = 1,930 \qquad 1,930 \div 4 = 483$$

S/he has already taken 65 hours' leave, so s/he has 418 hours remaining. The employee takes another 30 hours' leave.

This calculation is carried out every time the employee wishes to take part of his or her parental leave. When the figure in bold reaches zero, the leave entitlement has been exhausted.

A.3 Absences

In determining the 14 week period mentioned above, absences as a result of parental leave during those 13 weeks are treated as if the employee was at work.

Absences as a result of other types of leave are excluded. The fourteen week period shall be extended by a corresponding number of days immediately prior to the start of the period. Other types of leave include annual leave, public holidays, sick leave, maternity leave, adoptive leave and force majeure leave.

Appendix B

B.1 Notice to Employer of Force Majeure Leave

This form, or a form to the like effect, containing the information and declaration referred to in this form, must be completed by an employee who takes force majeure leave as soon as reasonably practicable after the leave is taken.

An employee is entitled to force majeure leave where for urgent family reasons, owing to an injury to or the illness of a person referred to in section 13(2) of the Acts, the employee's immediate presence is indispensable at the place where the person is.

- (a) The persons referred to in section 13(2) of the Acts are: child, adopted child or a person in relation to whom the employee is in loco parentis; spouse or person with whom the employee is living as husband or wife; brother or sister; parent or grandparent, a person other than one specified in any of paragraphs (a) to (e) who resides with the employee in a relationship of domestic dependency where one reasonably relies on the other to make arrangements for the provision of care. The sexual orientation of the persons concerned is immaterial.

Force majeure leave must not exceed 3 working days in any period of 12 consecutive months or 5 working days in any period of 36 consecutive months.

In the event of any dispute or difference between an employer and employee in relation to force majeure leave the issue may be referred by either party to a Rights Commissioner.

B.2 Application Form for Force Majeure Leave

Name of employee _____

	Figures	Letters
R.S.I. Number	_ _ _ _ _ _ _ _ _ _ _ _ _ _	_ _ _ _ _ _ _ _ _ _ _ _ _ _

Name and address of employer _____

Names and address of injured*/ill* person during force majeure leave _____

Relationship to employee _____

Nature of injury*/illness* _____

Date(s) of force majeure leave _____

I confirm that I have taken force majeure leave on the above mentioned dates because for urgent family reasons, owing to the injury to*/illness of* the person specified above, my immediate presence at that person's address was indispensable.

Declaration

I declare that the information given above is true and complete.

Signature of Employee _____

Date _____

* Delete as appropriate

Appendix C

C.1 Frequently Asked Questions on Parental Leave

What is parental leave intended for?

Parental leave entitles parents to 14 weeks leave from work to spend time with their children. Each parent is entitled to 14 weeks leave for each child. The leave must be taken before the child reaches 8 years of age.

How long is parental leave?

14 weeks.

What notification do I need to give my employer if I wish to take parental leave?

Six weeks written notice is required.

Does my employer have to pay me while I am out on parental leave?

No.

Can I claim a payment from social welfare while on the leave?

No.

If I am self employed do I have an entitlement to parental leave?

Entitlement not covered by parental leave legislation - you must be an employee generally with at least one year's continuous employment.

What parental leave entitlements do I have if I am a Civil Servant?

Personnel Sections should contact the Department of Finance for advice.

Does my employer have to grant parental leave when I apply?

The employer may postpone parental leave twice in respect of the same child for reasons of work volumes. If both parties sign a confirmation document the leave cannot be postponed without further written agreement.

Can I take the leave broken up? For example as one day per week?

Parental leave can be broken up with the agreement of the employer.

What is the entitlement to parental leave as provided for in the Parental Leave Acts?

Leave entitlement is based on the normal working week of the employee and can be taken in two separate blocks of a minimum of 6 continuous weeks. Broken leave entitlement (i.e. spreading the leave over a longer period of time) is calculated and based on the number of hours worked in the last 14 weeks immediately prior to the start of parental leave, regardless of normal working patterns.

What is the entitlement to parental leave in the case of multiple births?

The entitlement is 14 weeks leave for each child (Section 7(3) of the Parental Leave Acts 1998 refers).

Can an employee engage in voluntary work while on parental leave?

An employee may work in a voluntary capacity while his/her child is at school.

What happens if an employee is sick while on parental leave?

The employee can ask for parental leave to be postponed while on sick leave.

Do an employee need to notify the Department of Social Protection that they are going on parental leave?

The employee should notify the Department of Social Protection in writing and request that credited contributions be recorded for the period of parental leave.

What are the entitlements to holidays and bank holidays while on parental leave?

Parental leave is protected leave. This means that the being on parental leave is as if the employee is still at work. The employee has the same entitlement to annual leave and public holidays as if she or he were at work. Annual leave and bank holiday entitlements build up while on parental leave.

Can an employee take up another employment while on parental leave?

An employee cannot take another job while on parental leave.

What if my query has not been answered here?

If your query has not been answered here then you can do one or more of the following:

- Read our explanatory booklet;
- Call The Equality Authority's information Section on LoCall 1890 245 545;
- Email us at info@equality.ie;
- The Equality Authority can not give legal advice on the Parental Leave Acts.

C.2 Frequently Asked Questions on Force Majeure Leave

What is the force majeure entitlement?

An employee is entitled to force majeure leave up to a maximum of 3 days in a period of 12 consecutive months; 5 days in a period of 36 consecutive months.

How much notification is required to take force majeure leave?

On return to work after the absence, notice must be given to the employer as outlined on the form at Appendix B in this booklet.

Who is entitled to take force majeure leave?

Anyone in employment.

Under what circumstances can I take this leave?

It can be taken for urgent family reasons if certain family members which are listed below, become ill or are injured:

- a child or adoptive child of the employee;
- the spouse of the employee, or a person with whom the employee is living as husband or wife;
- a person to whom the employee is in loco parentis (acting as a parent);
- a brother or sister of the employee;
- a parent or grandparent of the employee;
- persons living together, including same-sex partners.

However, it can only be taken where the immediate presence of the employee, at the place with the ill or injured person is indispensable.

How long is force majeure leave?

The maximum leave entitlement is 5 days in a 36 month period, or 3 days in a 12 month period.

Is it paid leave?

Yes. It is paid by the employer.

What legislation does it come under?

Force majeure leave is an entitlement under the Parental Leave Acts 1998–2006.



Appendix D

D.1 The Equality Authority - Information and Support

The Equality Authority provides information only to the public on the Parental Leave Acts. It has a series of published supports available including guides to the Equality Acts and training DVDs. The Public Information Centre of the Equality Authority which is based in Roscrea Co. Tipperary, provides information in various formats:

- (i) additional information through www.equality.ie
- (ii) an automated telephone voice message service (LoCall 1890 245 545); which also
- (iii) refers the caller directly to a Communications Officer who may provide more detailed information on their enquiry;
- (iv) guides to the legislation in various languages and formats.

D.2 Equality Information

Further information, publications and training DVDs on aspects of the legislation are available from:

The Equality Authority
Public Information Centre
Birchgrove House
Roscrea, Co. Tipperary
Ireland

The Equality Authority
(Dublin Office)
2 Clonmel Street
Dublin 2
Ireland

Times:

Monday to Thursday

9.15am–5.30pm

Friday

9.15am–5.15pm

Contact:

LoCall: 1890 245 545

1890 245 545

Telephone: +353 0505 24126

+353 01 417 3333

Facsimile: +353 0505 22388

+353 01 417 3331

Text phone: + 353 01 417 3385

Email: info@equality.ieWebsite: www.equality.ie***Other booklets available in this series include:***

Guide to the Adoptive Leave Acts 1995–2005

Guide to the Maternity Protection Acts 1994–2004

Guide to the Employment Equality Acts 1998–2008

Guide to the Equal Status Acts 2000–2008

Appendix E

E.1 Other Useful Contacts and Addresses

Department of Social Protection

Records Update Section & Maternity Benefit Section

McCarter's Road

Ardarvan

Buncrana

Co. Donegal

LoCall: 1890 690 690

(from the Republic of Ireland only)

Telephone: + 353 01 471 5898

(from Northern Ireland or overseas)

Email: maternityben@welfare.ie

NERA National Employment Rights Authority

O'Brien Road

Carlow

Telephone: 059 917 8990

Fax: 059 917 8909

LoCall: 1890 80 80 90

Email: info@employmentrights.ie

Website: www.employmentrights.ie

Rights Commissioners

Tom Johnson House
Haddington Road
Dublin 4
Telephone: 01 613 6700
Fax: 01 613 6701
LoCall: 1890 220 227
Email: info@lrc.ie
Website: www.lrc.ie

**Department of Community,
Equality & Gaeltacht Affairs**

Equality Division
Bishops' Square
Redmond's Hill
Dublin 2
Telephone: 01 479 0200
LoCall: 1890 555 509

The Health and Safety Authority

The Metropolitan Building
James Joyce Street
Dublin 1
Telephone: 01 614 7000
Fax: 01 614 7020
LoCall: 1890 289 389
Website: www.hsa.ie

The Equality Authority

Public Information Centre,
Birchgrove House,
Roscrea, Co. Tipperary,
Ireland.

Tel: +353 0505 24126

Fax: +353 0505 22388

Text phone: +353 01 417 3385

Website: www.equality.ie

Dublin Office,
2 Clonmel Street,
Dublin 2,
Ireland.

+353 01 417 3333

+353 01 417 3331

Email: info@equality.ie

An **EMPLOYMENT**
RIGHTS Rule Book