



KAIZEN
WORKFORCE SOLUTIONS

Parent's Leave Policy

You are entitled to 9 weeks Leave during the first 2 years of a child's life. In Adoption cases, this starts when the placement of the child starts.

Parents leave can be taken by both Parents.

During this time you will still accrue Public holidays and Annual Leave.

Parents Benefit may also be claimed during Parents Leave, provided you have the relevant PRSI Contributions. This will be paid by the Department of Social Protection and the rate of pay is €289 per week. If you work on a "Part-time" basis, this may be reduced based on the number of hours worked in the previous 26 weeks.

You must meet certain criteria to be eligible to take parent's leave. You must:

- Be a *relevant parent*
- Take the leave within 104 weeks (2 years) of the birth of the child or in the case of adoption, from the date the child is placed with you (the placement date)
- Give at least **6 weeks 'notice** to your employer

You can take this leave as:

- One continuous period of 9 weeks leave or
- Separate periods of no less than one week

Parent's leave	Parents of children under 2 years of age Parents of adopted children in the first 2 years of the placement of the child	9 weeks	Yes, Parent's Benefit is paid for 7 weeks by the State based on PRSI contributions
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