

6.7 Parent's Leave

The [Parent's Leave & Benefit Act 2019](#) entitles each parent to 7 weeks' leave during the first two years of their child's life, or in the case of adoption, within the first two years of the placement of the child with the family. Each parent is entitled to the leave for a child born or adopted on or after the 1st July 2022. You can claim an additional 2 weeks if your child is under the age of two on the 1st July 2022. While the current entitlement is 7 weeks, this may be increased in the future (up to a maximum of 9 weeks).

Where eligible, [parent's benefit](#) will be payable while on parent's leave, however you are not entitled to any additional payment from Teagasc. Parent's leave should not be confused with **parental leave** (unpaid statutory leave) or **paternity leave** (non-statutory paid leave for fathers), both of which are separate and additional entitlements.

Parent's leave can be taken as one continuous period of 7 weeks or separate periods of not less than one week. The leave period remains the same in the case of multiple births. Parent's leave cannot be transferred between parents – except in specified circumstances such as the death of one of the parents.

Maternity Leave

If the staff member wishes to avail of parent's leave following maternity leave, the leave will be taken after all leave (paid and unpaid, if applicable). A separate application must be made for both maternity and parent's leave to Teagasc and to the Department of Employment Affairs & Social Protection (DEASP).

Paternity leave

If the staff member wishes to take the parent's leave following two weeks paid paternity leave, a separate application must be made to Teagasc and the DEASP for both leaves. The employee may receive payment from social welfare but will not receive any payment from Teagasc.

How to Apply

- Complete the relevant application form which is available [here](#)
- A birth certificate or a medical certificate indicating the date of confinement will be required to accompany the application
- On the application form, ensure that you indicate the relevant pattern of leave (seven week block/one week or greater as relevant)
- The application form must be approved by the relevant manager and submitted to schemes@teagasc.ie

The staff member must complete the parent's leave application form indicating the pattern of leave. The form must be approved by the manager and returned to HR as soon as possible but no later than **4 weeks** before the leave is due to commence.

Once the application has been processed, the employee's salary will be reduced for the period of leave. [Click here](#) for further details in relation to the scheme and how to apply

Version	Revision Date	Summary of Changes	Policy Owner
1.0	October 2020	New Policy	HR – Services
2.0	May 2021	Increase in Leave effective April 2021	HR – Services
3.0	July 2022	Increase in Leave effective July 2022	HR – Services