

**DEPARTMENT OF EDUCATION AND SCIENCE
PRIMARY BRANCH**

**TO BOARDS OF MANAGEMENT AND PRINCIPALS OF
PRIMARY SCHOOLS**

PATERNITY LEAVE

The Minister for Education & Science wishes to advise that, following agreement at the Conciliation Council male teachers are entitled to paid paternity leave with effect from 1 January 2001. These teachers who are serving in a permanent or temporary trained capacity are entitled to 3 school days paid paternity leave.

Three school days paid leave is granted in respect of a child born after 1 January 2001. This leave must be taken within four weeks of the birth. In the case of multiple births the maximum of 3 school days still applies. Paternity leave is not granted where the birth occurs before 24 weeks of pregnancy and the child is stillborn. This in line with maternity leave arrangements.

In the case of adoption where the date of placement is on or after 1 January 2001, the 3 days paid special leave may be taken within four weeks of the date of placement of the child. In the case of more than one child being adopted at the same time the maximum of 3 days applies.

The 3 days paternity leave may be taken either consecutively or individually as appropriate. Job-sharing teachers should be treated on a pro-rata basis.

A Board of Management may appoint a substitute teacher, paid for by the Department, when a teacher is on paternity leave. The Board of Management should list the reason for the absence as "Paternity Leave" on the Substitute Teacher Salary Claim Form.

Teachers are requested to notify their Board of Management of their intention to avail of paternity leave 4 weeks in advance. Teachers should then at the earliest possible date inform their Board of the exact dates of their leave, so a replacement substitute teacher can be arranged.

This Circular should be retained with Circular 18/00 (Brief Absences) for future reference in the school. It may also be accessed on the Department of Education & Science website at www.irlgov.ie/educ.

Dermot Ryan
2001
Primary Branch

February

AN ROINN OIDEACHAIS AGUS EOLAÍOCHTA AN BRAINSE BUNOIDEACHAIS

CHUIG BOIRD BHAINISTÍOCHTA AGUS PRÍOMHOIDÍ BUNSCOILEANNA

SAOIRE ATHARTHACHTA

Is mian leis an Aire Oideachais agus Eolaíochta é a chur in iúl, i ndiaidh comhshocruithe ag an gComhairle Comhréitigh go bhfuil múinteoirí ar fir iad i dteideal saoire atharthachta le héifeacht ón 1 Eanáir 2001. Tá na múinteoirí sin atá ag freastal in acmhainn oilte buan nó sealadach i dteideal trí lá scoile de shaoire atharthachta íoctha.

Deonaítear saoire íoctha trí lá scoile maidir le leanbh arna s(h)aolú tar éis an 1 Eanáir 2001. Ní mór an tsaoire a ghlacadh laistigh de cheithre seachtaine ó shaolaítear an leanbh. I gcás go saolaítear níos mó ná leanbh amháin is í an uastréimhse de thrí lá scoile a bhíonn fós i bhfeidhm. Ní dheonaítear saoire atharthachta nuair a shaolaítear an leanbh roimh 24 seachtaine toirchis agus gur marbhghin a shaolaítear. Tá sé sin ar aon dul le socruithe do shaoire máithreachais.

I gcás uchtaithe nuair a bhíonn an dáta na huchtála ar an 1 Eanáir 2001, nó i ndiaidh sin, ní mór na trí lá saoire speisialta a ghlacadh laistigh de cheithre seachtaine ó dháta uchtála an linbh. Sa chás go mbíonn níos mó ná leanbh amháin á uchtú ag an am céanna is í an uastréimhse de 3 lá a bhíonn fós i bhfeidhm.

Is féidir na trí lá saoire atharthachta a ghlacadh i ndiaidh a chéile nó ina gceann agus ina gceann de réir mar a oireann. Ba chóir caitheamh le múinteoirí postroinnte ar bhunús *pro rata*.

Is féidir leis an mBord Bainistíochta múinteoir ionadaíochta a cheapadh, íoctha ag an Roinn, nuair a bhíonn múinteoir ar shaoire atharthachta. Ba chóir don Bhord Bainistíochta fáth an neamhláithreachais a liostú mar "Saoire Atharthachta" ar an bhFoirm Éileamh Pá do Mhúinteoir Ionadaíoch.

Iarrtar ar mhúinteoirí a mBord Bainistíochta a chur ar an eolas 4 seachtaine roimh ré faoina rún glacadh le saoire atharthachta. Ba chóir do mhúinteoirí ag an dáta is luaithe agus is féidir a mBord a chur ar an eolas faoi dhátaí cruinne a saoire, ionas gur féidir socrú a dhéanamh do mhúinteoir ionadaíoch.

Ba chóir an Ciorclán seo a choinneáil i dteannta le Ciorclán 18/00 (Asláithreachtaí Gairide) mar eolas amach anseo. Féadfar teacht air ar láithreán líonra na Roinne Oideachais agus Eolaíochta ag www.irlgov.ie/educ.