



Primary Circular 01/04

**TO: BOARDS OF MANAGEMENT, PRINCIPAL TEACHERS AND ALL
TEACHING STAFF IN PRIMARY SCHOOLS**

PARENTAL LEAVE AMENDMENT

1. INTRODUCTION

- 1.1 The Minister for Education & Science wishes to advise that, following agreement at the Conciliation Council for Teachers, there is an extended entitlement to parental leave for primary teachers.
- 1.2 This Circular should be read in conjunction with Primary Circulars [1/99](#), [23/03](#) and with the Maternity, Adoptive & Parental Leave booklet (October 2001).

2. ENTITLEMENT TO PARENTAL LEAVE AS A RESULT OF THIS AMENDMENT

- 2.1 The effect of the amendment is to extend entitlement to parental leave up to the age of 8 years in the case of :
- Natural parents and
 - Adoptive parents of children under three years of age at the time of the adoption

There is no amendment to the entitlement where an adopted child is three or more years but less than eight years at the time of the adoption. In this case parental leave must be taken within two years of the date of the adoption order.

3. EFFECTIVE DATE OF THESE AMENDMENTS

- 3.1 These amendments come into effect from 1 December 2003.

4. APPLICATION OF ALL OTHER PROVISIONS OF CIRCULAR [1/99](#) (PARENTAL LEAVE), PRIMARY CIRCULAR [23/03](#) (PARENTAL LEAVE AMENDMENT) AND MATERNITY, ADOPTIVE, PARENTAL AND PATERNITY LEAVE BOOKLET

- 4.1 All other provisions of the Parental Leave Circular ([1/99](#)), Parental Leave Amendment Primary Circular ([23/03](#)) and Maternity, Adoptive, Parental and Paternity Leave Booklet (October 2001), including the requirement to give 6 weeks notice of application for parental leave, continue to apply to this new entitlement to parental leave.

This circular may be accessed on the Department of Education & Science website at www.education.ie. (Access through Education Personnel/Primary/Circulars & information booklets).

Johnny Bracken
Principal Officer

January 2004