

**Reference No:** E178/05/93;    **Date:** 13/12/99

**Circular 32/1999:- Paternity Leave**

A Dhuine Uasail,

I am directed by the Minister of Finance to say that following agreement at the Equality sub-committee of General Council, it has been decided to grant to fathers 3 days special leave with pay in respect of children born on or after 1 January 2000. This leave may be taken at the time of birth or up to four weeks after the birth.

In the case of adoption, where the date of placement is on or after 1 January 2000, the leave may be taken on or up to four weeks after the date of placement of the child.

Job-sharers should be treated on a pro-rata basis.

(Note: Paternity Leave is in respect of each child, for example in the case of twins the father is entitled to 6 days leave.)

Mise le meas,

J Mc Govern

Assistant Secretary.