



An Roinn Airgeadais  
Department of Finance

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E 109/188/98

20 July, 2000

**Circular 22/2000: Extended Entitlement to Parental Leave**

A Dhuine Uasail,

1. I am directed by the Minister for Finance to refer to the European Communities (Parental Leave) Regulations, 2000, which came into operation on 19 July, 2000. These Regulations amend the provisions on entitlement to parental leave contained in the Parental Leave Act, 1998. The provisions in relation to parental leave are set out in Circular 22/98. This circular sets out an extended entitlement to parental leave in certain circumstances and should be read in conjunction with Circular 22/98.

**Extended Entitlement**

2. The entitlement to parental leave has been extended to include:
- (i) natural parents of a child born between 3 December 1993 and 2 June 1996;  
and
  - (ii) adoptive parents of a child born on or after 3 December 1993 and in whose case an adoption order was made during the period 3 December 1993 to 2 June 1996.
3. Parental leave arising from the extended entitlement must be taken by 31 December, 2001. The restrictions in relation to the age of the child, set out in paragraph 4 of Circular 22/98, do not apply.

### **Revised Eligibility Arising from Extended Entitlement**

4. Eligibility requirements are set out in paragraphs 6 and 7 of Circular 22/98. Where an officer entitled to parental leave under the extended entitlement has changed employment in the twelve months before 19 July 2000, i.e. has less than 12 months continuous service in the Civil Service on that date, and the period of parental leave to which he or she would have been entitled would have been longer but for the change of employment, the current and previous employment(s) will be regarded as one continuous period of employment for the purposes of assessing eligibility.

### **Other Provisions Arising from Extended Entitlement**

5. Paragraph 8 of Circular 22/98 provides that where an officer is entitled to parental leave in respect of more than one child and the children concerned are not children of a multiple birth, the period of parental leave taken by him or her in any period of 12 months shall not, without the consent of the Head of a Department/Office, exceed 14 weeks. This restriction continues to apply to entitlements which arise in respect of children born or adopted on or after 3 June, 1996. However, it does not apply to parental leave arising from the extended entitlement. For example, parental leave in a 12 month period can exceed 14 weeks ( i) where a person is entitled to two periods of leave, one pre June, 1996 and one post June, 1996 or (ii) where a person is entitled to 2 periods of leave from pre June, 1996.

6. The provisions for postponement or amendment of parental leave are set out in paragraphs 12 and 13 of Circular 22/98. Where an officer is entitled to a period of parental leave in respect of more than one child and at least one period arises from the extended entitlement, each period should be dealt with separately in relation to postponement or amendment. Parental leave arising from the extended entitlement will not be lost if, solely as a result of the postponement, the parental leave remains untaken on 31 December 2001.

Mise le Meas

J. McGovern  
Assistant Secretary

**To: All Departments, Offices etc**