

Reference No: ; **Date:** 12/03/2003

12/03/2003 LP:- Special Leave for Fathers on Pre-natal or Stillborn Death of a Child

EI09/210/02

12 March 2003

Re: Special Leave for Fathers on Pre-natal or Stillborn Death of a Child

Dear Personnel Officer,

I am directed by the Minister for Finance to refer to Agreed General Council Report Number 1423 (copy attached) covering arrangements for special leave with pay for fathers on the pre-natal or stillborn death of a child.

The Staff Side put forward a claim at General Council for special leave with pay to be granted to fathers in cases of pre-natal or stillborn deaths of children. Maternity legislation provides for maternity leave and the payment of maternity benefits after 24 weeks of pregnancy in cases of pre-natal and stillborn deaths. In order to ensure consistency with the maternity provisions, it has been decided to allow bereavement leave of 5 days to fathers in the event of a stillborn or pre-natal death of a child after 24 weeks pregnancy.

Officers may be asked to provide verification that the pregnancy reached 24 weeks prior to the pre-natal death.

Should an officer require additional time off from work in order to cope with difficulties arising from the death of the child, special leave without pay for up to 6 months may also be granted under Annex 1 of Department of Finance Circular 22/98- Parental Leave.

Yours sincerely,

Pat Casey

Personnel and Remuneration Division

To: All Personnel Officers