**Killarney**

**HR & Payroll**

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Parental leave changes: A guide for employers

*Current changes include increasing the number of week’s parental leave, the child’s age and the introduction of paid parental leave on a restricted basis.*

* Since 1st September 2019, a parent can take up to 22 working weeks of unpaid parental leave, an extra four weeks on top of the previous 18 weeks.
* There will be a further four-week extension to 26 weeks from 1st September 2020.
* The age of a qualifying child increases from 8 years to 12 years. Any parent who has already availed of their entitlement to 18 weeks parental leave will be entitled to benefit from the extra weeks for each eligible child.
* The much-heralded paid parental leave begins in **November 2019**, with two weeks leave for any parent of a baby born after that day, once taken within 52 weeks of the birth and the employee has 12 months service.
* This leave brings a right to a Parental Benefit of €245 per week, and the number of weeks will increase to seven by 2021.
* The government expects up to 60,000 parents a year to benefit from paid parental leave. By May 2019, over 51,000 fathers had availed of the previously introduced – paid paternity leave.

**For help, support and advice on the above or on any of your HR & Payroll needs please feel free to contact us.**

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