



Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive

Oifig an Stiúirthóra Náisiúnta, Acmhainní Daonna
Feidhmeannacht na Seirbhíse Sláinte
Ospidéal Dr. Steevens'
Baile Átha Cliath 8

Office of the National Director of Human Resources
Health Service Executive
Dr. Steevens' Hospital
Dublin 8

Teil/Tel: (01) 635 2319
Rphost/ E-mail: nationalhr@hse.ie

MEMO

To: Each Member of the Directorate and Leadership Team
Each Assistant National Director, HR
Each Chief Officer, CHO
Each Hospital Group CEO
Each Hospital Group HR Director
Each CEO Section 38 Agency
Each HR Manager Section 38 Agency
Each Employee Relations Manager

From: Francis Rogers, Acting National Director HR

26th August 2016

Re: Paternity Leave and Benefit Act 2016

Dear Colleague,

The Paternity Leave and Benefit Act 2016 will commence on **1st September 2016**. Please find attached a copy of an explanatory guide for health service employers on the salient provisions of the 2016 Act.

The Act provides an entitlement to an employee who is a “relevant parent” to 2 weeks leave from work to enable him or her to provide, or assist in the provision of, care to the child or to provide support to the relevant adopting parent or mother of the child, as the case may be, or both. The Act also entitles a surviving parent to avail of paternity leave on the death of a relevant parent.

Employees on paternity leave may be eligible for Paternity Benefit paid by the Department of Social Protection (DSP). While the legislation does not provide an entitlement to remuneration from an employer during paternity leave, health service employees who take paternity leave under the 2016 Act are entitled to receive the following from their employer:

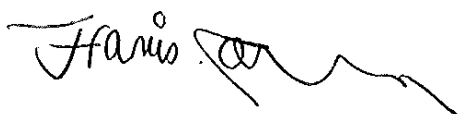
His/Her normal basic remuneration plus normal fixed allowances **less** Paternity Benefit to which he/she may be entitled from the Department of Social Protection (subject to PRSI contributions).

The entitlements to paternity leave under the 2016 Act and the payment for such leave will supersede the entitlement under Department of Health Circular 153/2000 (which provides for 3 days' special leave with pay to male employees).

A Circular in relation to the 2016 Act and the pay arrangements for health service employees will issue shortly. In the meantime, please arrange for the attached guidelines to be circulated so that managers and HR/Employee Relations Departments can respond to applications and queries from individual employees in relation to this legislation.

Queries from HR and Employee Relations Departments in relation to the application of the 2016 Act or the content of the explanatory guide may be referred to Anna Killilea, Corporate Employee Relations: telephone 01-6626966 / email info.t@hse.ie.

Yours sincerely,



Francis Rogers
Acting National Director HR