



Parental Leave increases by 4 weeks with effect from 1st Sept 2019

Dear Member,

Parental leave is unpaid leave available to members of An Garda Síochána for the purpose of caring for children.

The Commencement Order for the Parental Leave (Amendment) Act 2019 has been signed. This enables working parents to apply for an additional 4 weeks of unpaid parental leave from 1 September 2019.

The period of unpaid parental leave will be extended from the current entitlement of 18 weeks to 22 weeks from 1st September 2019. The new measures allow any parent who has already availed of their current entitlement of 18 weeks to avail of a further eight weeks of parental leave. Parents can now apply to their employer for permission related to an additional 4 weeks. The legislation also introduces an increase to the age of the child for which parental leave is available from 8 to 12 years.

For children with a disability or long-term illness, the P/L can be taken before the child turns 16 years of age.

Both mothers and fathers may apply for this leave which may be of particular benefit to parents that wish to take the unpaid leave when their children will be returning to school in September.

Parents are required to provide their employers with 6 weeks' notice of their intention to take P/L. However, the employer can waive this notice period. As there are less than 6 weeks remaining before schools re-open, I have written to Garda HR asking that a sympathetic approach be taken to any applicants to commence P/L in early Sept.

Garda Representative Association
Deputy General Secretary
Philip McAnenly