

# IMPROVEMENTS TO PARENTS' LEAVE AND BENEFITS IN IRELAND

**P**arenthood is a transformative journey, and Ireland recognises the significance of supporting parents during the crucial first two years of their child's life. Parent's Benefit and Parent's Leave are pivotal elements providing financial assistance and flexibility for parents. As a trusted advisor in HR and employment law, HR Team is dedicated to keeping employers informed of the latest developments in parental benefits. In this article, we delve into the intricacies of Parent's Benefit, focusing on the recent enhancements and upcoming changes set to take effect in Ireland in 2024.

## Parent's Benefit and Parent's Leave Overview

Parent's leave entitles each parent to 7 weeks' leave during the first 2 years of a child's life, or in the case of adoption, within 2 years of the placement of the child with the family. Notably, it was announced in the Budget 2024 that Parent's Leave will be extended by 2 weeks to 9 weeks from August 2024.

## Eligibility Criteria and Duration

To qualify for Parent's Benefit, specific conditions must be met, including the necessary number of PRSI contributions. The recent extension allows parents of children born or adopted after July 2022 to enjoy an enhanced benefit period of 7 consecutive or separate weeks. Anticipated changes in 2024 will further extend Parent's Benefit, providing a more robust support system for new parents.

## Rules and Application Process

The application process involves your employee notifying you about their intention to take parent's leave at least 6 weeks before commencement. Subsequently, the application for Parent's Benefit should be submitted at least 4 weeks before the planned leave starts.



## Rate of Parent's Benefit

The current rate of Parent's Benefit is €274 per week. Employers do not have to pay Parent's benefit and employees should apply directly to the Department of Social Protection (DSP) for this benefit.

## Leave Certification and Payment Process

Certification of approved parent's leave dates is crucial during the application process. The Department of Social Protection may contact employers for confirmation. Parent's Benefit is paid directly into the employee's bank account

or the employer's account if payments are made during the leave.

## What is the difference between Parent's Leave and Parental Leave

Parental leave entitles employees to take unpaid leave from work to look after their children. Both parents can take up to 26 weeks parental leave.

Parent's leave is specifically for parents during the child's first 2 years.

## Conclusion

HR Team recognises the importance of staying informed about improvements in Parent's leave and other family leave types. As Ireland's trusted provider of HR and employment law services, we are here to assist you in navigating the complexities of Parent's Leave. Stay informed about these changes and ensure a seamless transition into parenthood for your employees.

For personalised guidance and assistance on Parent's leave, reach out to HR Team today. [Contact us](#) for expert advice and let us help you navigate the complexities of dealing with family leave in the workplace.

# UNLOCK HR SUCCESS IN 2024: ENSURE LEGAL COMPLIANCE WITH OUR HR SOLUTIONS

## WHAT'S INCLUDED IN OUR OFFER:

### Fully Customised Employment Contract:

Our HR experts will provide you with a meticulously tailored Employment Contract that ensures legal compliance and aligns with your organisation's specific requirements.

### Comprehensive Employee Handbook:

Stay ahead of employment legislation with a detailed Employee Handbook, specifically tailored to your unique organisation.

### Personal Consultation Meeting:

Benefit from an in-depth, one-hour online consultation with a senior HR and Employment Law Consultant. We'll work with you to ensure your documentation aligns perfectly with your organisation's needs.

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Receive personalised guidance on rolling out your contract and handbook to your workforce via a customised video recording from our HR experts.



## THE BENEFITS OF OUR OFFER:

### Legal Protection:

Minimise legal risks and protect your organisation from costly disputes and penalties.

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Provide your team with clear guidelines and expectations, fostering a harmonious work environment.

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Keep your HR department fully prepared for the challenges of 2024 and beyond with up-to-date employment contracts and handbooks.

### Pricing:

**Euro Offer Price:** €995 ex Vat  
(Normal Price €1415 ex Vat) – Save 30% – Sterling Offer Price: £850 ex Vat  
(Normal Price €1220 ex Vat) – Save 30%

Pay only 50% upfront. The remainder is due upon completion of your customised documents.

## BREDA'S EMPLOYMENT LAW TIPS



It was announced in Budget 2024 that Parents leave will be extended by a further 2 weeks. This increase is expected in August 2024 and will see the current entitlement to 7 weeks increase to 9 weeks.

The same criteria still applies which is as follows: You must meet certain criteria to be eligible to take parent's leave. You must:

- The employee must be a relevant parent
- The employee must take the leave within 104 weeks (2 years) of the birth of the child or in the case of adoption, from the date the child is placed with you (the placement date)
- The employee must give at least 6 weeks' notice to the employer



## THE WORK LIFE BALANCE AND MISCELLANEOUS PROVISIONS ACT 2023

The Work Life Balance and Miscellaneous Provisions Act 2023 started to come into force last year.

The final two parts of the Act - the right to request remote working and the right to request flexible working (parents and carers) were introduced in March 2024. The relevant Code of Practice has also been approved in Ireland.

Therefore, employers are obliged to have regard to the Code of Practice when an employee submits an application for remote working arrangements. Employers must also have regard to the code if terminating a flexible working arrangement.

If an employee feels they have been treated unfairly they can refer a dispute to the Workplace Relations Commission (WRC). If an employer has failed to fulfil their obligations under the Act and the Code this will be admissible in evidence in proceedings.

We would advise every employer to ensure they implement a policy that clearly adheres to the Code of Practice.





# EMPLOYMENT LAW BRIEFING – IRELAND

## What will you learn from the webinar?

This webinar aims to provide participants with a comprehensive overview of the latest employment updates in Ireland. We will delve into key changes and developments in employment laws and regulations, ensuring participants are well-informed about the current landscape.

## Who should participate?

Line Managers, Supervisors/Team leaders, middle/senior managers, HR personnel and Business Owners.

## About HR Team

HR Team is a leading consultancy firm which provides HR, employment law, and health and safety services to employers in Ireland and the UK.

The firm provides employment law and strategic human resource services to business start-ups, SMEs and large multi-national organisations. HR Team has offices in Dublin, Derry and Belfast.

## When is the webinar?

**Date:** Tuesday 23rd April 2023

**Time:** 11.00am – 12 noon

**Cost:** £85 / €100 (Complimentary for retained clients)

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# NEW PAID SICK LEAVE POLICY: A HR GUIDE FOR IRISH EMPLOYERS

After 1st January 2024, Irish employers are encountering a significant shift in employee welfare policies – with the increased paid sick leave to 5 days. This legislative change concerns compliance and a profound commitment to employee health and well-being.

As Ireland’s premier HR consultancy agency, HR Team guides businesses through this transition, ensuring a smooth adaptation that benefits employers and employees.

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## Understanding the Change

The decision to increase paid sick leave is a response to the growing understanding of the importance of employee health in the workplace. It’s a move that aligns with global trends towards more supportive and people-centric employment policies. For employers, this means re-evaluating current sick leave policies and ensuring they meet the new statutory requirements.

## HR Aspects

**Eligibility:** The provision applies to all employees, regardless of their contract type.

**Payment:** Employers must pay for these sick days at a 70% daily wage rate, with a daily maximum of €110.

**Accrual System:** Employees are required to have been continuously employed for a minimum of 13 weeks by their employer to be eligible for statutory sick leave.

**Medical Certification:** They must submit a medical certificate from a licensed physician confirming that they cannot work due to illness or injury.

## The Impact on Employers

**Inclusive Financial Planning:** Businesses must prepare for the financial implications of this policy change across all employee categories, including full-time and part-time staff.

**Comprehensive Policy Adjustment:** Update sick leave policies to reflect this

inclusive approach, ensuring that all employees are aware of and can benefit from the new provisions.

## The Role of HR-Team

**Strategic Planning:** Tailored advice on effectively integrating the new sick leave policy across all employee types.

**Policy Development for Diverse Workforces:** Expertise in crafting policies that include full-time and part-time employees.

**Comprehensive Training:** Training for HR and management teams on administering sick leave to all employees reasonably and beneficially.

**Continuous Support:** Ongoing guidance in the face of evolving employment laws and workplace trends.

## B.E.T. Performance Management

**System:** HR Team offers a unique and expertly devised performance management support system the B.E.T. Based on extensive experience in people management, this bespoke system implements a transparent, three-step process, bringing essential structure and effectiveness to your performance management strategies.

**Flexible Month-on-Month Contracts:** Unlike numerous HR firms, HR Team offers unparalleled flexibility with our month-to-month contracts. Opt for our pay-as-you-go packages and receive specialised HR advice, support, and training without the burden of long-term commitments.

## Take Part in a More Inclusive Workplace

The increased paid sick leave marks a significant step in promoting Ireland’s more inclusive, supportive work environment. By preparing for this change, employers comply with the law and demonstrate a commitment to the well-being of their entire workforce, regardless of their employment status.

[Contact HR Team](#) for expert guidance in preparing your business for this inclusive approach to employee health. Our comprehensive HR services ensure that your company meets the new legislative standards and fosters a workplace culture that nurtures the health and well-being of every employee.

### How much should I pay an employee for certified leave?

As an employer, you must pay your employees 70% of their average daily salary for certified leave, with the payment capped at a maximum of €110 per day.

### What are the eligibility criteria and conditions for granting statutory sick leave to my employees?

To qualify for statutory sick leave, an employee must have completed 13 weeks of employment in your company. They must submit a medical certificate from a registered medical practitioner stating their unfitness to work due to illness or injury.

The entitlement to statutory sick leave commences from the employee’s first day of such leave. It applies to days when the employee is typically scheduled to work but cannot due to their health condition. This leave can be availed on both consecutive and non-consecutive days as needed.

### What are my obligations as an employer regarding employee protection during statutory sick leave?

As an employer, you must treat employees who request statutory sick leave without any negative consequences. Ensuring their leave does not impact any employment rights or benefits they are entitled to is essential.

# HR DOCS SOFTWARE DELIVERS 'COMPLIANCE AT A CLICK'

Employers can now ensure employment law compliance more efficiently and cost-effectively than ever before, thanks to new HR software [hrdocsonline.com](https://hrdocsonline.com).

**HR** Docs is a full library of template documents created by experts at leading UK and Ireland human resources and employment law consultancy, HR Team.

[hrdocsonline.com](https://hrdocsonline.com) makes human resources best practice easy and affordable by providing instant access for employers to all the professional HR template documentation they'll ever need to achieve employment law compliance in NI, GB or the ROI.

Users of the software can quickly download template letters, policies, scripts, expert explainer guides, and more to handle any given workplace scenario.

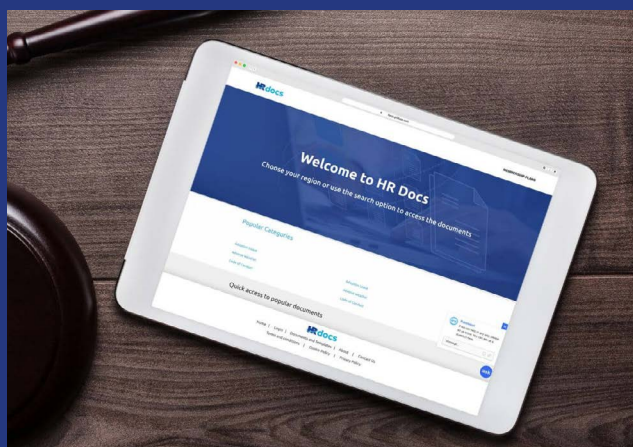
Once the templates are downloaded, staff and organisational details can

be easily added so that employers are assured they are creating professional and fully compliant documents without the need for immediate HR consultancy or additional expert advice.

Martina McAuley, HR Team Director, says [hrdocsonline.com](https://hrdocsonline.com) is designed to drive efficiency in HR management for employers and managers in organisations of all sizes by allowing them "to act quickly and compliantly" when dealing with employee issues.

"HR Docs software has automated the process of day to day HR management by allowing employers and managers to simply login, and instantly locate and download template letters, policies, scripts, and much more, when they need them.

"The full library of template documents has been meticulously compiled



**"The library is constantly updated to ensure it contains only the most up-to-date and legally watertight documentation."**

by highly experienced employment law and HR professionals at HR Team. The library is constantly updated to ensure it contains only the most up-to-date and legally watertight documentation. This will not only save only time and money for employers, but also provide peace of mind that any documentation issued to employees is protecting their organisation against costly tribunals."

Ms McAuley revealed that [hrdocsonline.com](https://hrdocsonline.com) is the first of two human resources software tools to be launched by HR Team,

which has its headquarters in Derry- Londonderry.

"We are currently in the final testing phase of HR Leave Hub, a comprehensive leave management tool designed to make managing leave super simple for employers. Many of our clients are very excited about this new software which we plan to launch in early 2023."

[Hrdocsonline.com](https://hrdocsonline.com) offers a 'Try Before You Buy' option by providing access to your first 5 documents absolutely free. For more information visit [hrdocsonline.com](https://hrdocsonline.com).





If you require further information, please do not hesitate to contact HR Team.

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