



An Easy Guide to Leave Entitlements.

Leave	Duration	Employee pay / unpaid while on
Adoptive leave	26 weeks ordinary adoptive leave 16 weeks additional adoptive leave	Employer is not required by law to pay the employee while they are on leave. There are adoptive leave benefits from the State for a period of 24 weeks.
Annual Leave	This depends on the Hours worked in the Holiday year. The maximum annual Statutory leave is four Working weeks. This is Taken in effect to mean 20 days as public holidays would be excluded in calculating The working week.	The employee must be paid their normal salary / wage while on leave
Carers Leave	Minimum period is 13 weeks Maximum period is 104 weeks	There is no requirement for the employer to pay wages / salary but a carers allowance or carers benefit is available.
Force Majeure Leave	The maximum period is 3 days in any 12 month period or 5 days in any 36 month period.	The employee must be paid



Maternity Leave	26 weeks ordinary maternity leave and 16 weeks additional maternity leave	There is no requirement to pay the employee but the employee may receive up to 26 weeks maternity benefit from the State.
Parental leave	18 weeks parental leave per child. This must be taken before the child turns 8 years of age. This is extended to 10 years of age in certain circumstances where the child is adopted. This is also extended to 16 years of age when the child has a disability or long term illness.	The employer is not required to pay the employee. There is no entitlement to any Social Welfare benefit.
Non Statutory Leave Entitlements / Compassionate leave	This is at the discretion of the employer	There is no requirement to pay and no entitlement to Social Welfare
Paternity Leave	At the discretion of the employer	There is no requirement to pay and no entitlement to Social Welfare
Public Holidays	All Public Holidays	A paid day off or if required to work an additional days pay, or, an additional day of annual leave, or, a paid day off within one month of the Public Holiday.



Sick Leave	No restriction on duration	The employer is not required to pay the employee salary while they are on leave but may subject to certain cases which are presently going through the Labour Court be required to pay holiday pay. The employee may receive illness or disability benefit from the State.
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The above is a synopsis of leave entitlements. The law on this area is complex and the synopsis is intended as a guide only.

Legal advice should always be obtained before acting or refraining from acting on anything contained herein.