



**To:** HR Managers

**From:** Public Service Resourcing Division, DPENDPR

**Date:** 12<sup>th</sup> September 2023

**Re: Changes to Parental Leave Age limit in the Civil Service**

Dear HR Manager,

The [Parental Leave Act, 1998](#) and the [Parental Leave \(Amendment\) Act, 2019](#) sets out a statutory entitlement to unpaid parental leave of 26 weeks.

The main arrangements around parental leave entitlement in the Civil Service are set out in Circular 20/2008 'Parental Leave in the Civil Service'. Circular 13/2010 subsequently increased the maximum age of the child in respect of whom employees may take parental leave to thirteen years of age.

It has now been decided to set the maximum age of the child in respect of whom employees may take parental leave at sixteen years in all cases including for parents of children with a disability or long-term illness and in the case of adoption.

There is no change to the amount of Parental Leave that can be availed of and all other terms included in Circular 20/2008 will continue to apply.

Please bring this to the attention of all civil service staff in your Department/Office or in any bodies under the aegis of your Department/Office.

Yours sincerely,

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John Howlin  
Principal Officer