

17 September 2010

**Circular 13/2010: Amendment to Parental Leave Arrangements (age)**  
**Circular 20/2008 refers**

A Dhuine Uasail

1. The Parental Leave Act 1998 and the Parental Leave (Amendment) Act 2006 sets out the statutory entitlement to Parental Leave. The main provisions of this entitlement are set out in Circular 20/2008 Parental Leave in the Civil Service.

**Current Entitlements**

2. Paragraph 5 (age limits) of Circular 20/2008 states:  
*“The leave must be taken before the child attains the age of eight years. If an adopted child is over six years but less than eight years old at the date of adoption, parental leave may be taken at any stage within two years of the date of the adoption order. In the case of a child with a disability, the Parental Leave (Amendment) Act 2006 increased the age limit to age 16 years. The leave may only be taken for a child born on or after 3 June 1996 or adopted on or after that date. In view of the upper age limits, this provision will only affect the possible leave entitlement of a parent of a child with a disability.”*

**Upper limit of age of the child increased from 8 to 13 years on an administrative basis**

3. It has now been decided to increase the maximum age of the child in respect of whom employees may take parental leave from eight to thirteen years. In the case of an adopted child, where the child is eleven years or more but less than age thirteen, the parental leave must be taken within two years of the adoption order. In the case of a child with a disability, the age limit of sixteen years will still apply.

**Operative date**

4. The changes come into effect from 1 September 2010. All other terms included in Circular 20/2008 will continue to apply. This Circular should be brought to the attention of all civil servants in your Department.

**Queries**

5. Queries from civil servants in relation to this Circular should be addressed to the Personnel Sections of their own Departments.

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Brendan Duffy  
Assistant Secretary