



Circular PPT23/01

D'Údaráis Bhainistíochta Scoileanna Dara Leibhéal
To Management Authorities of Second Level Schools

Paternity Leave

The Minister for Education and Science wishes to advise that agreement has been reached at the Teachers Conciliation Council in relation to the granting of paternity leave, not exceeding 3 days, to male teachers in incremental salaried posts.

Arrangements for the implementation of this agreement are set out in the attached appendix.

Please provide a copy of this circular to the appropriate representatives of teachers and parents for transmission to individual teachers and parents.

Johnny Bracken
Principal Officer

December 2001

Arrangements for the Approval of Paternity Leave

Paid leave not exceeding three (3) days will be granted to a teacher who is the registered father of a child, or children in the case of multiple births, born on or after 1st January 2001. In line with the arrangements for maternity leave, paternity leave does not apply in the case of the birth of a stillborn child which occurs within the first 24 weeks of pregnancy.

Paternity leave must be taken within four (4) weeks of the date of the birth. The days may be taken either consecutively or individually as appropriate.

A teacher, who wishes to take paternity leave, must provide his employer, the school authority, with at least four (4) weeks notice of date(s) on which he intends to take this leave.

A copy of the child's full birth certificate, showing the teacher as the registered father, must be presented to his employing school within eight (8) weeks of the date of birth of the child.

Adoption

A teacher who is an adoptive father may avail of paternity leave in respect of an adopted child placed with him on or after 1st January 2001. Paid leave is limited to a maximum of three (3) days and must be taken within four (4) weeks of the date of placement of the adopted child. Where a second or further children are placed for adoption within three (3) months of the date of placement of the first child, the leave is limited to a maximum of three (3) days and must be taken within four (4) weeks of the date of the last placement.

An adoptive father must, at least four (4) weeks in advance of date(s) on which he wishes to take paternity leave, provide his employer, the school authority, with written certification of the expected date of placement of the child signed by an authorised officer of a recognised adoption agency. A copy of the official placement order, showing the teacher as the registered/recognised adoptive father, must be presented to his employing school within eight (8) weeks of the date of placement of the child.

Substitution Costs

The cost of engaging a replacement/substitute teacher for periods of approved paternity leave will be borne by the Department.

In the case of Vocational Education Committees and the management authorities of Community and Comprehensive Schools, these costs will be provided for in the annual administrative budgetary allocations.

In the case of Voluntary Secondary Schools, the costs will be reimbursed to the school authority on the basis of the normal monthly returns of absences and related substitution costs. Claims for reimbursement of substitution costs must be accompanied by the required certification of birth/placement.