



KAIZEN
WORKFORCE SOLUTIONS

Maternity Leave Policy

You are entitled to Maternity Leave if you are pregnant while you are in employment. All employees, including casual workers, are entitled to a basic period of Maternity Leave, and this is not affected by the length of your employment or the number of hours you work each week.

You are entitled to 26 weeks of Maternity Leave, with an option to take 16 extra weeks of unpaid Leave.

You may be entitled to receive Maternity Benefits from the Department of Social Protection, depending on PRSI contributions. Your employer does not have to pay you during Maternity Leave.

Maternity Leave must be taken 2 weeks before your baby's due date. You must also not return to work for at least 4 weeks after delivery. Your intention to take time off for both must be given to your employer in good time. Your employer will need at least 4 weeks of written notice of your intention to return to work. You should inform your employer as soon as possible of your Pregnancy so that necessary Health and Safety Risk Assessments can take place.

Breastfeeding breaks may also be taken by Employees for up to 2 years after your baby's birth.

Maternity leave	Female employees	26 weeks and up to 16 unpaid weeks	Yes, Maternity Benefit is paid for 26 weeks by the State based on PRSI contributions
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