



KAIZEN
WORKFORCE SOLUTIONS

Paternity Leave Policy

Paternity Leave may be taken at any time in the 26 weeks after birth. A medical cert must be provided before or after the baby is born to confirm the pregnancy/birth.

The employer must be informed 4 weeks before an employee intends to take Paternity leave.

Paternity Benefit may be claimed provided the employee has the relevant PRSI Contributions. This can be queried with the Department of Social Protection.

Employees will also be entitled to Parental Leave, which is separate from Paternity leave.

Paternity leave	New parents of children under 6 months of age (usually the father or the partner of the mother, or in the case of adoption, the parent who is not taking adoptive leave)	2 weeks	Yes, Paternity Benefit is paid for 2 weeks by the State based on PRSI contributions
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