



KAIZEN
WORKFORCE SOLUTIONS

Pregnancy Loss Policy

Kaizen aims to support its employees during vulnerable moments and recognises the need for extra support during difficult times, such as pregnancy loss.

Under the legislation, you are entitled to full maternity leave should you experience stillbirth or miscarriage after 24 weeks gestation. If you have sufficient PRSI contributions, you are entitled to full Maternity Benefits for 26 weeks per standard Maternity Leave policies.

In the event you qualify for the maternity leave as above, you will need to get a letter from your doctor and fill in the Maternity Benefit application form (MB1). Please ensure within the letter, your doctor states the expected date of birth, the actual date of birth, and the number of weeks gestation.

If you experience pregnancy loss before 24 weeks, as confirmed by your GP, Kaizen will seek to support you as best we can on a case-by-case basis acknowledging the difficulty of the situation. Please ensure that you confidently inform a manager within Kaizen so that we may discuss any options available.