



Parent's leave policy overview

At Royal London, we understand how important a good work-life balance is. We're committed to supporting our colleagues when they need extra time off to care for their child.

Parent's leave is a statutory entitlement for eligible parents in addition to any other statutory entitlement to leave.

Who it's for

Our policy is for colleagues in Ireland who are birth parents, adoptive parents or partners of a parent or adopting parent (including civil partners and cohabitants). Leave is available to each parent of a child aged under two years old or in the two years following an adoption placement.

What you need to know

You can take up to nine weeks of unpaid leave.

Parent's benefit is a statutory entitlement payable to parents who take parent's leave. To qualify for parent's benefit, you must have paid sufficient Pay Related Social Insurance (PRSI) contributions. However, it's possible to qualify for parent's leave without receiving parent's benefit if you don't meet the PRSI requirements.

Works for you

Parent's leave

You can take up to nine weeks of unpaid leave supported by parent's benefit.

Benefits during leave

Your benefits, pay increases and service-based entitlements continue during your leave, including pension and bonus eligibility.

