



To: HR Managers

From: Public Service Resourcing Division

Date: January 2025

Re: Amendments to the Maternity Protection Act under the Maternity Protection, Employment Equality and Preservation of Certain Records Act 2024

Dear HR Manager,

In accordance with the terms of the [Maternity Protection, Employment Equality and Preservation of Certain Records Act 2024](#), I wish to inform you, that, as of the 20th November, the following amendment to the Maternity Protections Act 1994 has commenced.

Officers, in accordance with the Act, may postpone the commencement of all or part of her maternity leave in event of a serious health condition to such date that is not later than 52 weeks from the date on which the postponement is to commence.

The serious health condition must;

- entail a serious risk to the life or health, including the mental health, of an officer, and
- in order to address the risk, requires necessary medical intervention that is ongoing for a period of time.

The provisions of the Act will apply only in the case of a serious health condition. If an officer has an illness that does not meet the criteria as set out in the legislation, while on maternity leave, it will not be possible to postpone the maternity leave and take it after the period of illness ends. Maternity leave, in general, must continue to be taken in one continuous block.

In either event, if an officer becomes ill while on additional maternity leave (unpaid), they can end the additional maternity leave to avail of sick leave. However, they will not be permitted to avail of the remainder of their additional maternity leave on a later date.

Please bring this to the attention of all civil servant's employed in your Department/Office or in any bodies under the aegis of your Department/Office.

Yours sincerely,

Linda Walsh
Principal Officer