

Public Service Sick Leave Scheme
Pregnancy Related Sick Leave (PRSL)
What happens if I become sick while pregnant?

What Paid Sick Leave have I access to when I am pregnant?

Under ordinary sick leave rules you may have access to:

- Paid sick leave of 183 days in a rolling 4 year period.
- With 92 days at full pay and 91 days at half pay in a one year period.

You may also have access to Critical Illness Protocol (CIP) when pregnant which is:

- Paid sick leave of 365 days in a rolling 4 year period.
- With 183 days at full pay and 182 days at half pay in a one year period.

**What Extra Protections do I have while on
Pregnancy-Related Sick Leave (PRSL)?**

- When you are on certified PRSL you will never receive less than half pay.
This is because you go on “extended” PRSL at half pay if you have exhausted access to paid sick leave at both full pay and half pay.
- This “extended” period of certified PRSL at half pay is not counted on your sick leave record.
- The requirement, under CIP, for PRSL is 2 or more consecutive days for hospitalisation.



**What if I have used up all Ordinary Sick Leave/CIP thresholds
while I was pregnant?**

- After maternity leave if you have gone over normal paid sick leave/CIP thresholds you will have access, at half pay, to the equivalent number of days taken on PRSL subject to the four year sick leave threshold.
- This does not include the “extended” period of certified PRSL at half pay as this is not counted on your sick leave record.
- Once Maternity Leave has ended any further sick leave will not be recorded as PRSL.

To find out more about your access to Pregnancy Related Sick Leave please refer to the relevant circular/administrative arrangements for your sector and/or contact your HR Unit/Manager/Department who will advise you on what is available.

