



SEANAD ÉIREANN

**AN BILLE UM SHAOIRE BHREOITEACHTA, 2022
SICK LEAVE BILL 2022**

**LEASUITHE TUARASCÁLA
REPORT AMENDMENTS**

SEANAD ÉIREANN

AN BILLE UM SHAOIRE BHREOITEACHTA, 2022 —AN TUARASCÁIL

SICK LEAVE BILL 2022 —REPORT

Leasuithe Amendments

**Government amendments are denoted by an asterisk*

1. In page 4, between lines 16 and 17, to insert the following:

“ “illness or injury” means a period of sickness, or impairment, affecting the body or mind;”.

—*Senators Paul Gavan, Niall Ó Donnghaile.*

2. In page 5, line 23, to delete “3” and substitute “10”.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

3. In page 5, to delete lines 30 to 32.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

4. In page 5, to delete lines 30 to 32 and substitute the following:

“(5) An employee’s entitlement to a statutory sick leave day shall commence from their first day of employment.”.

—*Senators Paul Gavan, Niall Ó Donnghaile.*

5. In page 6, between lines 6 and 7, to insert the following:

“(9) The Minister may bring forward a report within 3 months of the passing of this legislation on the merits of regulations providing that *subsection (10)#* shall not apply until such time as the full roll out of primary healthcare free at the point of delivery has been achieved, and until such time employees shall be allowed to self-certify as being incapable of working due to illness or injury and be entitled to statutory sick leave.”.

—*Senators Paul Gavan, Niall Ó Donnghaile.*

[#This is the correct reference if this amendment is accepted.]

6. In page 6, line 7, after “day,” to insert “after three consecutive days of illness”.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

7. In page 6, line 34, to delete “3” and substitute “10”.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

8. In page 6, line 36, to delete “3” and substitute “10”.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

9. In page 6, to delete line 38, and in page 7, to delete lines 1 to 4.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

10. In page 7, line 8, after “day” to insert “which shall be their full daily rate”.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

11. In page 7, line 8, after “day” to insert “equivalent to their full daily rate of pay”.

—*Senators Paul Gavan, Niall Ó Donnghaile.*

12. In page 7, to delete lines 12 and 13 and substitute the following:

“(a) specify the percentage rate of an employee’s pay, subject to—

(i) a maximum daily amount, and

(ii) a minimum daily amount,

at which statutory sick leave payment will be paid.”.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

13. In page 7, line 12, after “pay” to insert “equivalent to their full daily rate of pay”.

—*Senators Paul Gavan, Niall Ó Donnghaile.*

14. In page 7, to delete lines 14 to 17.

—*Senators Marie Sherlock, Annie Hoey, Rebecca Moynihan, Mark Wall.*

15. In page 12, after line 26, to insert the following:

“Employer rebate

16. Employers who can provide evidence that an extra employee was paid for during the period of sick leave, in order to ensure no interruption in business activities or customer service, will be entitled to apply for a rebate of the cost of statutory sick pay. The Minister will make regulations to this effect, to apply only after statutory sick pay allowance is for 5 days or more.”.

—*Senators Ollie Crowe, Pat Casey.*

16. In page 12, after line 26, to insert the following:

“To receive rebate employer has to provide documentary evidence of extra cost

16. Those employers who can provide documentary evidence that an extra employee was paid for during the period of sick leave, in order to ensure no interruption in business activities or customer service, will be entitled to apply for a rebate of the cost of statutory sick pay. The Minister will make regulations to this effect, to apply only after statutory

sick pay allowance is for 5 days or higher.”.

—*Senators Maria Byrne, Emer Currie, Jerry Buttimer, Regina Doherty, Paddy Burke, Mary Seery Kearney, Micheál Carrigy, Seán Kyne.*