



# **DÁIL ÉIREANN**

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## **AN BILLE UM CHOTHROMAÍOCHT OIBRE AGUS SAOIL AGUS FORÁLACHA ILGHNÉITHEACHA, 2022 WORK LIFE BALANCE AND MISCELLANEOUS PROVISIONS BILL 2022**

### **LEASUITHE A RINNE AN SEANAD AMENDMENTS MADE BY THE SEANAD**

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# DÁIL ÉIREANN

AN BILLE UM CHOTHROMAÍOCHT OIBRE AGUS SAOIL AGUS FORÁLACHA  
ILGHNÉITHEACHA, 2022  
[BILLE DÁLA ARNA LEASÚ AG AN SEANAD]

WORK LIFE BALANCE AND MISCELLANEOUS PROVISIONS BILL 2022  
[DÁIL BILL AMENDED BY THE SEANAD]

*Leasuithe a rinne an Seanad  
Amendments made by the Seanad*

*[The page and line references in this list of amendments  
are to the text of the Bill as Passed by Dáil Éireann]*

## SECTION 7

1. In page 11, line 1, to delete “Síochána.” and substitute “Síochána;”.
2. In page 11, between lines 1 and 2, to insert the following:  
“(viii) seek or obtain any other relevant services.”.
3. In page 11, to delete lines 38 and 39.
4. In page 11, line 40, to delete “(b) the state” and substitute “(a) the state”.
5. In page 11, line 42, to delete “(c) the potential” and substitute “(b) the potential”.
6. In page 12, line 4, to delete “(d) annual” and substitute “(c) annual”.
7. In page 12, to delete lines 6 to 8 and substitute the following:  
“(d) expert opinion, including that of victim services organisations, research and national and international reports relating to the matters specified at paragraphs (a) to (c) that the Minister considers relevant;”.
8. In page 12, line 9, to delete “(f) the views” and substitute “(e) the views”.
9. In page 12, line 10, to delete “(g) such” and substitute “(f) such”.

## SECTION 8

10. In page 14, line 29, to delete “(1)(b):” and substitute “(1)(b)—”.
11. In page 14, line 37, to delete “is signed,” and substitute “is signed by the employer and the employee,”.
12. In page 15, to delete lines 22 and 23 and substitute the following:  
“(II) the date of commencement and the duration of the flexible working arrangement,”.

[SECTION 8]

13. In page 15, line 39, after “signed” to insert “by the employer and the employee”.
14. In page 16, line 10, after “signed” to insert “by the employer and the employee”.
15. In page 18, line 3, after “signed” to insert “by the employer and the employee”.
16. In page 18, line 7, to delete “commencement” and substitute “approval”.
17. In page 18, to delete lines 11 to 17 and substitute the following:
  - “(3) An employer who receives a request referred to in subsection (1) shall—
    - (a) consider that request, having regard to his or her needs and the employee’s needs, and
    - (b) as soon as reasonably practicable but not later than 4 weeks after receipt of the request, by notice in writing, respond to the employee to inform him or her—
      - (i) that the request has been approved, or
      - (ii) that the request has been refused and of the reasons for the refusal.”.
18. In page 18, line 25, to delete “commencement” and substitute “approval”.
19. In page 19, line 15, to delete “13H. The Minister” and substitute “13H. (1) The Minister”.
20. In page 19, line 21, after “2019/1158” to insert “of 20 June 2019”.
21. In page 19, lines 21 to 23, to delete all words from and including “and” in line 21 down to and including line 23 and substitute the following:
  - “and may, as part of the review, consider whether the right to request a flexible working arrangement should be extended to all employees.
  - (2) The Minister shall prepare a report in writing of the findings of the review conducted under subsection (1) and shall cause copies of the report to be laid before each House of the Oireachtas.”.

SECTION 13

22. In page 22, line 16, to delete “section 13F” and substitute “section 13F(3)”.
23. In page 22, line 33, to delete “(3)” and substitute “(3)(b)”.
24. In page 22, to delete lines 42 and 43 and substitute the following:
  - “(a) the decision of the employer reached following his or her consideration under section 13C(1)(a) of the employee’s request,”.

[SECTION 15]

SECTION 15

25. In page 23, lines 22 to 24, to delete all words from and including “parental” in line 22 down to and including line 24 and substitute “the leave or arrangement concerned.”,
26. In page 23, line 26, to delete “and” where it secondly occurs.
27. In page 23, to delete lines 27 to 31 and substitute the following:
- “(ii) in paragraph (b), by the substitution of “8 years, and” for “8 years,”, and
  - (iii) by the insertion of the following paragraph after paragraph (b):
    - “(c) where the record is in respect of leave for medical care purposes, domestic violence leave or an approved flexible working arrangement, for a period of 3 years,”.
28. In page 23, line 33, to delete “paragraph (a), (b), (c) or (d)” and substitute “paragraph (a), (b) or (c)”.

SECTION 16

29. In page 24, line 9, to delete “21(I)(a)” and substitute “21(I)(b)(i)”.

SECTION 19

30. In page 26, line 13, after “Expenditure” to insert “, National Development Plan Delivery”.

SECTION 21

31. In page 27, to delete lines 26 and 27 and substitute the following:
- “(ii) provide a notice in writing informing the employee that the request has been refused and of the reasons for the refusal, or”.

SECTION 22

32. In page 28, line 21, to delete “employee concern” and substitute “employee concerned”.
33. In page 28, line 34, to delete “each”.

SECTION 24

34. In page 29, line 10, after “signed” to insert “by the employer and the employee”.
35. In page 29, to delete lines 20 to 23 and substitute the following:

- “(b) as soon as reasonably practicable but not later than 4 weeks after receipt of the request, by notice in writing, respond to the employee to inform him or her—
  - (i) that the request has been approved, or
  - (ii) that the request has been refused and of the reasons for the refusal.”.

SECTION 27

36. In page 32, line 15, to insert “alternative” after “the” where it thirdly occurs.

SECTION 31

37. In page 33, line 9, to delete “Minster” and substitute “Minister”.
38. In page 33, line 29, to delete “Minster” and substitute “Minister”.

[SECTION 39]

SECTION 39

- 39.** In page 36, line 33, after “Expenditure” to insert “, National Development Plan Delivery”.

SECTION 40

- 40.** In page 36, to delete line 38.
- 41.** In page 37, lines 1 and 2, to delete “Maternity Protection Act 1994” and substitute “Act of 1994”.
- 42.** In page 37, lines 3 and 4, to delete “Maternity Protection Act 1994” and substitute “Act of 1994”.
- 43.** In page 37, line 31, to delete “*Section 28*” and substitute “*Section 27*”.
- 44.** In page 37, line 36, to delete “*Section 28*” and substitute “*Section 27*”.