

KNOW YOUR MATERNITY RIGHTS WHEN YOUR PREGNANT



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WELCOME

Hi There!

I'm Deepti. When I was navigating my own pregnancy journey in Ireland, I realized how overwhelming "maternity admin" can be—especially when you're balancing a career. Who has the time to skim through complicated government websites to understand your rights while managing a full-time job?

I created this quick two-page guide to bridge those knowledge gaps. From paid time off for appointments to critical job protections, I have covered it all in one place so you can focus on your health and your baby.

If you find this guide helpful, please share it with other mamas-to-be who need it!

Deepti Kulkarni

ABOUT ME

By day, I am a Lead Product Manager at a global tech firm. By heart, I am a mama passionate about empowering others to know everything about giving birth in Ireland.

I love helping new parents in Ireland navigate the full spectrum of the journey: from documentation needed for maternity applications to hospital bag checklist and essential paperwork after birth. I am also passionate about postpartum fitness & share tips on it on insta & youtube. My goal is to bridge the knowledge gaps so you can focus on your health and your baby.



YOUR RIGHTS – ANTENATAL CARE & CLASSES

01 PAID TIME OFF FOR MEDICAL VISITS

The Right: You have a legal right to paid time off for all medical appointments related to your pregnancy.

What's Included: This covers the actual duration of the appointment plus the travel time to and from the clinic.

The Rule: This is a statutory legal requirement regardless of your industry; you should never be forced to use your own annual leave for these visits.

Notice Requirement: To exercise this right, you must provide your employer with two weeks' written notice before your appointment.

02 PAID LEAVE FOR ANTENATAL CLASSES

For You: If your hospital-provided or private antenatal classes fall on a weekday, you are legally entitled to attend them without losing pay.

For Your Partner: Expectant fathers or partners have a legal right to paid time off to attend the last two classes in a set of antenatal sessions.

Notice: To exercise this right, you or your partner must provide your employer with two weeks' written notice

YOUR RIGHTS - FLEXIBILITY, HOLIDAYS & PROBATION

03 WORKPLACE FLEXIBILITY (WFH)

GP Referral: If your commute or office schedule becomes physically impossible, you can submit a letter from your GP or consultant detailing your symptoms to HR to request remote work.

Health & Safety Leave: If your employer cannot remove a risk (such as a strenuous commute) and cannot provide a work-from-home alternative, you are entitled to paid Health and Safety Leave.

Payment: Your employer must pay your full wages for the first 21 days of health & safety leave, after which if you are still unable to commute Social Welfare benefit takes over until you begin your maternity leave (max 299 euro per week depending on your PRSI contributions).

04 PUBLIC HOLIDAY ACCRUAL

The Rule: You continue to accrue public holiday entitlements while on maternity leave, including the 16 weeks of additional unpaid leave.

The Extension: You can add these days (for example, if 9 holidays fall during your leave) to the end of your maternity leave as extra paid time at home.

05 PROBATION PROTECTION (SECTION 25)

Day 1 Rights: Your maternity leave rights apply from your first day of employment.

The "Pause" Button: Under Section 25 of the Maternity Protection Act, your probation period is legally suspended (paused) for the duration of your leave. It only resumes once you return to work.

TIRED OF TRYING TO STITCH TOGETHER 10
DIFFERENT LISTS AND STILL FEELING LIKE YOU'VE
MISSED SOMETHING CRITICAL IN YOUR HOSPITAL
BAG?



THE ULTIMATE IRELAND HOSPITAL BAG LIST — ONLY €10

I realized that most global lists simply don't account for the unique reality of Irish maternity wards. That's why I spent nearly my entire pregnancy researching and refining my own hospital bag list, updating it right up until the day I gave birth. Knowing how much time and energy this took, I wanted to share it with other expectant mamas. My goal is to save you from the same stress and 'information overload' I experienced, because the last thing you should be doing during pregnancy is worrying about whether you've missed something critical. I've done the heavy lifting so you can pack with total peace of mind.

For just €10, you can access my personal, high-detail hospital list that covers every essential for your Labour Bag, Postnatal Stay, Baby's Bag, and a dedicated Husband's Bag. I've specifically designed this to be the 'one list' that works for everyone—whether you are planning a natural birth, an induction, or a C-section because it's not you but your baby who decides how you give birth:)

To get your copy, simply DM me on Instagram or send an email with the three words '**Hospital Bag List**' and I'll take care of the rest."

Instagram: [@deepti_in_ireland](https://www.instagram.com/deepti_in_ireland)

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I make my pregnancy journey videos on [youtube](https://www.youtube.com)

"Sometimes, you don't need a "professional"—you just need someone who has been there. If you're feeling overwhelmed, Let's Stay Connected: For daily tips on maternity rights, sneak peeks at upcoming resources, and a supportive community, come say hi on Instagram!"