



14<sup>th</sup> April 2025

**AIB introduces up to ten days foster leave for employees and other leave enhancements, as almost 1,900 staff have availed of topped up parent's leave**

- Up to ten days foster leave for all employees on foster care journey agreed with FSU and Foster Care Ireland
- AIB now offers up to ten days paid leave for passing of an immediate family member, up to 20 days paid leave for a child of any age and up to 3 days paid leave for any other loved one
- 1,870 parents have taken advantage of AIB's fully topped up parent's leave
- Up to 12 weeks neonatal leave for parents of babies receiving neonatal care.

AIB has introduced a suite of additional supports for its people, aiming to positively impact their work life balance and supporting them as they care for their families and face life events. Working alongside Foster Care Ireland and the Financial Services Union, AIB will offer up to ten days foster leave to all employees undertaking the foster care journey.

Understanding that time at home with a new baby can be lost when an infant receives neonatal care, AIB will also introduce up to 12 weeks **neonatal leave** for all parents of newborns that have to spend time in hospital. Employees can take this leave in weekly blocks, for each week their baby receives neonatal care, up to a maximum of 12 weeks.

AIB has made significant improvements to its **compassionate leave** policy, offering up to 10 days paid leave for when an immediate family member passes away, up to 20 days for a child of any age and up to three days paid leave for any other loved one.

AIB has also implemented a change to its **maternity leave policy** on the back of legislation following the Irish Cancer Society's 'Leave Our Leave' campaign. This change allows employees to postpone all or part of their maternity leave if they require treatment for a serious medical reason.

AIB already offers a number of comprehensive **family leave** supports which have proven to be popular:

- Since its introduction in November 2019, the bank has fully topped up paid parent's leave with the latest ceiling of nine weeks announced in August 2024. Since its introduction, 1,870 colleagues have availed of this.
- AIB supports colleagues by offering 10 days fertility leave, with 129 colleagues having utilised this since it was introduced in October 2022.
- Surrogacy leave which fully matches our maternity leave policy was also introduced in October 2022.

**AIB Chief People Officer David McCormack** said "At AIB the wellbeing of our people is of critical importance to us. After engaging with our colleagues, the Financial Services Union and Foster Care Ireland, we are delighted to introduce foster leave to support our people on their fostering journey. Allied to this, we are improving our family leave, compassionate leave, neonatal leave and maternity

leave policies to provide our people with the widest range of supports, giving them a helping hand when they need it most.”

**John O’Connell, Financial Services Union General Secretary** said ““Family friendly workplace policies are an important element in promoting an inclusive and more content workforce. That is why the FSU were delighted to collaborate with Foster Care Ireland and AIB on the production of a foster care policy which importantly includes 10 days paid leave. Every child deserves a loving parent, and we hope this initiative will help and encourage employees to consider becoming foster care parents of the future. “

**Orlaith Treacy, Foster Care Ireland Principal Social Worker** said “AIB's new Foster Care leave policy presents as having the potential to positively impact on employees’ suitability to foster and also to support them in managing the robust application process as well as their fostering journey. The roll out of this essential leave is very welcomed and celebrated and we are incredibly grateful to AIB.”

All AIB’s family leave supports are now “day-one” entitlements, meaning that all colleagues can avail of benefits from the first day of employment.

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