LABOUR LAW · ADDITIONAL ARTICLE 2

10 days’ paid leave for the treatment of a child with a disability or chronic illness

The excused leave under Additional Article 2 of the Labour Law: who can use it and how.

KEY POINTS

6 key points

SWIPE TO CONTINUE →

02 · INTRODUCTION

A separate leave right for treatment days

An employee caring for the treatment of a child with a disability or chronic illness has to be away from work on treatment days.

For these days, the Labour Law grants a **paid excused leave** separate from annual leave.

03 · THE PROVISION

In the words of the law

> *“For the treatment of a child of employees with at least seventy per cent disability or chronic illness, based on a medical report and provided that it is used by only one of the working parents, paid leave of up to ten days within a year is granted, in one block or in parts.”*

Labour Law No. 4857, Additional Article 2 (unofficial translation)

04 · CONDITIONS

Three conditions for the leave

01 The child has a disability or chronic illness of at least 70%

02 The leave is used for the child’s treatment

03 It is based on a medical report

Practical suggestion: a copy of the report and a written statement that the other parent is not using the same leave can be kept in the personnel file.

05 · LENGTH AND USE

Up to 10 days a year, for one parent

10 days

Maximum that can be used within a year

The leave can be used in one block or in parts, split across different treatment dates.

If both mother and father work, only one of them uses the leave for the same child.

06 · PAY AND ANNUAL LEAVE

No pay deduction, no reduction of annual leave

No deduction is made from pay during the leave.

This period cannot be deducted from annual paid leave.

Other paid and unpaid leave granted during the year cannot be offset against annual leave (Labour Law Art. 56).

07 · EFFECT ON OTHER RIGHTS

Leave days count as days worked

01 **They count as days worked for entitlement to the weekly rest day (Art. 46).**

02 **They also count as days worked in calculating annual paid leave entitlement (Art. 55).**

Using this leave does not cost the employee the weekly rest day pay or any annual leave.

We wish health, recovery and strength to all mothers and fathers caring for their child’s treatment.

For questions about this leave, your company’s human resources department can provide detailed information. If you cannot find the answer you need, you are welcome to write to us.

This summary covers the topic in outline. Basis: Labour Law No. 4857 Additional Art. 2, Art. 46, Art. 55 and Art. 56.

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