



ANTENATAL & POSTNATAL APPOINTMENTS

We provide all expectant parents with paid time off for antenatal medical appointments that can only happen during working hours. This applies to both expectant mothers and accompanying fathers / partners. If you have returned to the workplace post Maternity Leave, we will also provide you paid time off to attend postnatal medical appointments during the first 14 weeks following the birth. This can be arranged through your People Leader, you should provide them with an appointment card wherever possible and ideally give them at least 2 weeks' notice.



ANTENATAL CLASSES

We will provide paid time off for all our expectant parents to attend one complete set of antenatal classes.



HEALTH & SAFETY

If your normal working practice and / or your normal working environment becomes no longer suitable or safe for you during your pregnancy, the bank will make every effort to remove any risks to you. If this is not possible, then we will move you to a more suitable role and / or working environment for the remaining period of pregnancy. If for some reason the bank cannot accommodate a move or the suggested move is not suitable, then we will place you on paid Health & Safety Leave until your Maternity Leave begins.



PREMATURE BIRTHS

If your baby is born earlier than the due date, then your Maternity Leave dates will need to be adjusted to commence from the day that you gave birth. You will need to contact HR Direct as soon as possible in order to update your records.

In ROI, if the baby is born before you were due to commence Maternity Leave, both your leave and your social welfare weeks will be extended to reflect this, after which you will still have the option to take an additional 16 weeks unpaid leave.



PREGNANCY LOSS SUPPORTS

We have extensive supports available to anyone who experiences a pregnancy loss at any stage of pregnancy, regardless of whether the pregnancy loss occurs to you, your partner or a surrogate. These supports include 10 days paid [Compassionate Leave](#) and access to our [Employee Assistance Programme](#). If the loss occurred at, or after, 24 weeks of pregnancy, you will also have the option to take Maternity Leave.

You should discuss the supports available with either your People Leader or HR's Family Leave Specialists, whomever you feel most comfortable having this conversation with.



SURROGACY INFORMATION

Our surrogacy offering fully aligns with our maternity leave & benefits outlined above. We provide the primary caregiver* with equal access to surrogacy support regardless of gender.

To apply, you'll need to chat to your People Leader and contact our Family Leave Specialists at hr.direct@aib.ie. Information may be sought by HR Direct to support the application by the primary caregiver.

Note: Where both parents are employed by AIB, only one parent will be eligible to avail of surrogacy leave. The primary caregiver can avail of this offering on the condition that their spouse/partner is not availing of similar benefits elsewhere.

*This is the person who most meets the child's needs, including feeding, dressing, bathing etc. The parents can choose who should take the surrogacy leave (i.e. who will be the primary caregiver for the purpose of the leave).