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**ORGANISATION OF WORKING TIME (LEAVE FOR HEALTH SCREENING  
PURPOSES) BILL 2024**

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**EXPLANATORY MEMORANDUM**

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*Purpose of the Bill*

The purpose of the Bill is to amend the Organisation of Working Time Act 1997 so as to create a statutory entitlement to paid leave for employees in order to take part in health screening programmes.

*Provisions of Bill*

*Section 1* defines the “Principal Act” as the Organisation of Working Time Act 1997.

*Section 2* amends section 2 of the Principal Act (the definition section) by inserting a new definition of “health screening leave”. The term is to be interpreted in accordance with section 23B, which is inserted into the Principal Act by section 5 of this Bill.

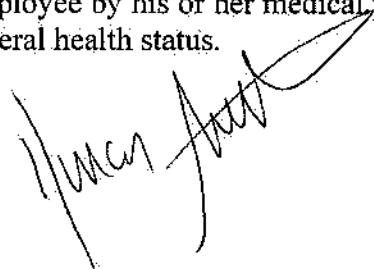
*Section 3* amends section 15 of the Principal Act by adding health screening leave to the types of paid leave that are not included in the reference period applied when calculating weekly working hours for the purpose of the application of the 48 weekly working hours cap that is provided for under this section.

*Section 4* amends section 16 of the Principal Act, which deals with nightly working hours, by adding “health screening leave” to the list of days that are to be excluded when calculating a reference period for nightly working hours.

*Section 5* inserts a new Part IIIA into the Principal Act. The Part is headed “Additional Leave on Health Screening Grounds” and consists of sections 23A to 23H.

These new sections set out the basis on which an employee is entitled to health screening leave; the manner in which the leave is taken and notification given to the employer; the pay entitlement of the employee; the employees employment rights protections when taking this leave; the limited circumstances in which the employer may terminate or refuse health screening leave to an employee and the role of the Workplace Relations Commission in adjudicating in a dispute between an employee and employer in relation to entitlements of the employee under this Bill.

“Health screening leave” is defined as leave with pay from employment in order to enable an employee to avail of a cervical, breast or colon cancer screening programme provided by the HSE for the benefit of persons of the employee’s age, gender and general health status, or any other screening programme recommended to the employee by his or her medical practitioner, having regard to the employee’s age, gender and general health status.

A handwritten signature in black ink, appearing to read 'Helen [unclear]', is written over the bottom right portion of the text.