

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Additional Estimates

13 – 14 February 2013

Question: AET 671-673

Topic: Paid Parental Leave

Written: Received from Committee – 22 February 2013

Senator BUSHBY asked:

671. Please list how many staff in each department and agency are eligible to receive payments under the Government's Paid Parental Leave scheme?
672. For this financial year to date (22 February 2013) list which department/agency is providing its employees with payments under the Government's Paid Parental Leave scheme. Please list how many staff (and detail their classification) are in receipt of these payments.
673. What is the paid parental scheme offered by each department and agency? How many staff have used the scheme this financial year to date (22 February 2013)?

Answer:

671. One
672. One, APS6
673. Two

Extracts from EA

PARENTAL LEAVE

- A1 An employee is entitled to twelve months unpaid Parental Leave in accordance with the National Employment Standard. An employee can request additional unpaid Parental Leave (to a total of paid/unpaid leave of 24 months). Where an employee requests additional unpaid Parental Leave in accordance with the relevant National Employment Standard, and this request is denied due to reasonable business grounds, written reasons will be provided.
- A2 The Secretary may determine that all or part of the balance of the period of Parental Leave will be with pay and whether or not the leave will count as service for any purpose.
- A3 An employee is entitled to 10 days' paid leave or 20 days at half pay leave, within 12 months following the birth (or adoption/fostering) of a child. This provision is intended for supporting partners and is not applicable to employees who have utilised Maternity or Adoption/fostering Leave for the same birth or adoption of a child.

MATERNITY LEAVE

- A1 Maternity Leave with pay is available to eligible employees in accordance with the *Maternity Leave (Commonwealth Employees) Act 1973* for a period of 12 weeks. In addition, employees

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will be granted an additional 2 weeks of paid Maternity Leave for a total period of 14 weeks' paid leave.

- A2 Where an employee is not eligible for paid Maternity Leave due to insufficient duration of service, but is eligible for unpaid Maternity Leave, the first ten days of Maternity Leave taken by the employee will be with pay.
- A3 Employees eligible for paid Maternity Leave, who are eligible for Government Paid Parental Leave, may take Maternity Leave concurrently with the Parental Leave provided under that scheme. Employees are to apply to the Family Assistance Office for benefits from the Paid Parental Leave Scheme, and the Commission will make payments under instruction from the Family Assistance Office.
- A4 In order to provide more flexible administration of Maternity Leave, the Secretary may give approval to employees, in advance, to spread the payment for the 14-week period of absence up to a period of 28 weeks at a rate no less than half normal salary. Only the first 14-week period will count as service.