

**Senate Standing Committee on Education Employment and Workplace  
Relations**

**QUESTIONS ON NOTICE  
Budget Estimates 2013-2014**

**Cross Portfolio**

**DEEWR Question No.** EW0026\_14

**Senator Back provided in writing.**

**Question**

**Paid Parental Leave**

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

**Answer**

The Paid Parental Leave (PPL) scheme is administered by the Family Assistance Office (FAO) who assess employee eligibility to receive payments. The Department (and its Portfolio Agencies) became aware of an employee's eligibility once it has been determined by the FAO and advice is received to commence payments. Employees can elect to have their payment made directly by the FAO or via the HR payroll system.

The following figures are those employees who elected to have their payment made through the Department's (or relevant portfolio agency's) HR payroll system. It is not possible to identify the number of employees paid directly by the FAO.

For the 2012–13 financial year to date, the Department has provided parental leave payments to 127 employees; Australian Curriculum Assessment and Reporting Authority (ACARA) to 1 employee; the Australian Institute for Teaching and School Leadership (AITSL) to 1 employee; Comcare to 23 employees; Fair Work Building and Construction (FWBC) to 8 employees; Fair Work Commission (FWC) to 6 employees; Fair Work Ombudsman (FWO) to 33 employees; and Safe Work Australia (SWA) to 4 employees.

The classification level of each employee and the total number of employees who received Paid Parental Leave Payments through the Government's Paid Parental Leave scheme for this financial year to date are:

Classification	DEEWR	Comcare	FWO	FWBC	SWA	FWC	ACARA	AITSL
APS2		2						
APS3		1	2					
APS4	8	4	8	1		1		
APS5	20	4	8	2		2		1
APS6	34	6	9	2	2	2		
EL1	45	5	3	2	1			
EL2	10	1	3	1	1	1		
Principal Government Lawyer (EL2)	7							
Senior Government Lawyer (EL1)	3							
Professional Stream – Band 2 Experienced							1	
<b>TOTAL</b>	<b>127</b>	<b>23</b>	<b>33</b>	<b>8</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>1</b>

In addition to the Paid Parental Leave Scheme **DEEWR** employees had access to a range of paid parental leave provisions under the terms of the DEEWR Enterprise Agreement, subject to meeting the eligibility requirements. These include:

- 12 weeks paid maternity leave
- 2 weeks paid maternal leave
- 14 weeks paid adoption leave
- 14 weeks paid long term foster care leave
- 2 weeks of supporting partner leave
- 6 weeks primary carer leave, in the event an employee other than the mother unexpectedly becomes the primary carer of a newborn.

**ACARA's** paid parental scheme entitlements as set out in their Enterprise Agreement are as follows:

If an employee is the primary care giver for a child and has less than 12 months service with ACARA, that employee will be entitled to 1 week paid parental leave for each completed month of service upon the birth or adoption of the child. The leave may be taken at full pay for the period accrued or at half pay over twice the period accrued.

An employee who is the primary care giver for the child and who has 12 months or more service will be entitled to 18 weeks paid parental leave upon the birth or adoption of the child. The leave may be taken at full pay for 18 weeks or half pay for 36 weeks.

An employee who is not the primary care giver (but who is a supporting partner) will be entitled to 6 weeks paid leave upon the birth or adoption of the child. There is no minimum qualifying period. The leave may be taken at full pay for 6 weeks or half pay for 12 weeks. There is also a provision for Special Maternity leave additional to the entitlement above.

**AITSL** provides paid maternity leave to employees, other than casual employees, in addition to the government-funded paid parental leave scheme, for employees with

between 12 months and 24 months continuous service, the entitlement is 6 weeks paid (or 12 weeks half pay) and for employees with 24 months or more continuous service, the entitlement is 12 weeks paid leave (or 24 weeks half pay).

**Comcare** employees have access to a range of paid parental leave, subject to eligibility requirements, as outlined in their Enterprise Agreement. These include:

- a maximum of 52 weeks maternity leave
- 2 weeks paid maternal leave to be taken immediately following the first 12 weeks of paid maternity leave. The payment of paid maternity leave and maternal leave may be spread over a period of up to 28 weeks at a rate of half normal salary.
- access to part-time work for an employee who is the primary caregiver until the child has reached school age. Subject to a minimum of 15 hours per week.
- 14 weeks paid adoption leave
- Long-term foster care leave
- supporting partner leave of 2 weeks of paid or 4 weeks at half pay
- access to 52 weeks unpaid parental leave which may be extended for a further period of up to 12 months following the end of the available parental leave period. The 52 weeks unpaid parental leave can be taken over a 66 week period commencing 6 weeks before the expected date of birth of the child, or in the case of an adopted child, on the day the employee assumes responsibility for the child.

**FWBC** employees are entitled to the standard 12 weeks paid maternity leave and an additional 4 weeks paid leave to be taken immediately thereafter. In addition there is access to paid supporting partner/paternity leave where a full or part-time employee is entitled to take 4 weeks paid leave within 6 months of the birth of the child.

The **FWC** offers to employees who are primary care givers access to paid parental leave (12 weeks paid leave) and the Fair Work Australia Enterprise Agreement 2011-14 has provision for additional 4 weeks paid leave. Non-primary care givers can access 4 weeks paid leave associated with the birth, adoption or fostering of a child.

In addition to the Government's Paid Parental Leave Scheme, **FWO's** Enterprise Agreement contains provisions for parental leave including maternity leave provisions for a combined period of 16 weeks paid maternity leave. Paid supporting partner/paternity leave of 4 weeks is also available.

**SWA** arrangements are that all eligible employees are entitled to 12 weeks paid maternity leave and 4 weeks paid maternal leave.

The number of staff who have accessed the paid parental leave provisions for each department and agency for the financial year to date are:

	DEEWR	Comcare	FWO	FWBC	SWA	FWC	ACARA	AITSL
No. of Staff	262	62	33	8	11	6	4	1