

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**[ADDITIONAL ESTIMATES 2010-2011]**

[Prime Minister and Cabinet Portfolio]

**Department/Agency:** Australian Public Service Commission  
**Outcome/Program:** 1.1  
**Topic:** Paid Parental Leave

**Senator:** Cash  
**Question reference number:** 66  
**Type of question:** Written  
**Date set by the committee for the return of answer:** 15 April 2011

**Number of pages:**

**Question:** What will be the likely Commonwealth liability for APS employees claiming the government's statutory paid parental leave scheme?

**Answer:**

It is not possible to accurately estimate the number of APS employees who will make a claim under the Paid Parental Leave scheme.

APS employees, like other employees, may if eligible for both Paid Parental Leave and the Baby Bonus, choose which payment is the right decision for them depending on their family circumstances. Whilst any APS employee would be entitled to make a claim under the Paid Parental Leave scheme eligibility for the scheme depends on a claimant meeting the scheme's work, income, residency and primary carer tests.

Consequently, an estimate of the Commonwealth's liability under the scheme cannot be calculated precisely in advance. Modelling required to estimate this cost would require significant resources to be devoted to the task across multiple agencies. Modelling undertaken prior to the introduction of the scheme was completed at a national level based on research undertaken by the Productivity Commission and did not differentiate APS employees from employees in other sectors.