



Australian Government

**If you're a working parent
expecting a child,
there's something else
you can expect**



Paid Parental Leave

A new entitlement for working parents



**From 1 January 2011,
Australia's first national
Paid Parental Leave
scheme will start.**

**It's a new entitlement
for working parents funded
by the Government.**



Paid Parental Leave

Starts 1 January 2011

**18 weeks of
Parental Leave pay**

\$570 a week before tax

Fully Government-funded

Why Paid Parental Leave?

Taking time away from work for a new baby is a common part of working life. Paid Parental Leave will help you spend time with your new baby, and help employers retain skilled staff.

What is Paid Parental Leave?

Eligible working parents of children born or adopted on or after 1 January 2011 may get 18 weeks of Government-funded pay at the National Minimum Wage, currently \$570 a week before tax, to help them care for a new child.

Am I eligible?

- Full-time, part-time, casual, seasonal, contract and self-employed workers may be eligible.
- You must have worked at least 330 hours (just over one day a week) for 10 of the 13 months before your new baby arrives.
- You can have up to an 8 week unpaid break between two working days and still be eligible.
- You can earn up to \$150,000 a year (individual income) and still be eligible.
- You must also be an Australian resident.



Is it for both parents?

Yes, usually the mother must apply. If you are eligible, you can transfer some or all of the pay to your partner (they need to be eligible too). The scheme gives families more options to balance work and family.

When can I take it?

Your pay can start at any time you choose from when your child is born or adopted. It will be paid in one continuous period from the start date and must all be taken within the first year after the birth or adoption. You can't work while taking Paid Parental Leave.

What about my other employer-provided entitlements?

Eligible parents can receive Parental Leave pay at the same time, before or after other employer-provided paid leave or entitlements. The existing minimum entitlement to 12 months unpaid parental leave for long-term employees is unchanged.



How will I be paid?

You will either be paid by your employer or the Family Assistance Office, depending on your circumstances.

What about the Baby Bonus?

Working parents will be able to choose whether to claim Paid Parental Leave or the Baby Bonus, depending on which is better for them.

Families not eligible for Paid Parental Leave may be able to continue to access the Baby Bonus and Family Tax Benefit if they are eligible.

When can I apply?

You can lodge a claim for Paid Parental Leave up to three months before the birth or adoption of your child, starting 1 October 2010. You are encouraged to apply early.



Where do I find out more?

To learn more about the Paid Parental Leave scheme and your entitlements:

www.australia.gov.au/paidparentalleave

Parents **13 61 50**

Employers **13 11 58**

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