



Australian Government

If you're a working parent expecting a child after January 1st, there's something else you can expect

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 Australian Government.



Taking time away from work for a new baby is a common part of working life. Paid Parental Leave will help parents spend time with a 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 Government-funded pay at the National Minimum Wage, currently \$570 a week before tax, to help them care for a new baby.

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 salary) and still be eligible.

Is it for both parents?

Yes, usually the mother must apply for Paid Parental Leave. 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?

You can claim up to three months in advance, and 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 are encouraged to apply early.

What about 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.

What does it mean for employers?

From 1 July 2011, employers must provide Government-funded Parental Leave pay through their usual pay cycle to eligible employees who have been with their business for at least 12 months. Other eligible parents will be paid through the Family Assistance Office.

Where do I find out more?

To learn more about Paid Parental Leave visit the website or call the appropriate number below.

www.australia.gov.au/paidparentalleave

Parents 13 61 50 Employers 13 11 58



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