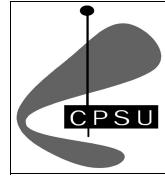




**PSA/CPSU
BRIEF**

**INFORMATION
UPDATE**



TO ALL PSA MEMBERS IN HEALTH

“KNOW YOUR RIGHTS” PARENTAL LEAVE

The 2010 Enterprise Agreement has improved conditions for the paid maternity and adoption leave. Where both prospective parents are employees covered by the Enterprise Agreement, the period of paid maternity or adoption leave (as applicable) may be shared by both employees, providing that the leave does not exceed the applicable maximum and that the leave is taken in periods of not less than four weeks.

The entitlement for staff employed for not less than five (5) years is eighteen (18) weeks on or after 14 January 2011. For employees who have completed twelve (12) months continuous service immediately prior to the birth of the child, or taken custody of an adopted child (as applicable) and has less than five (5) years of service the entitlement is sixteen (16) weeks.

The above entitlements will be in addition to, but cannot be taken at the same time as leave and entitlements that may be taken as a result of the Commonwealth's Paid Parental Leave Scheme.

It should also be noted that many agencies in the Public Sector have specific policy in relation to Paternity Leave which provides up to three (3) weeks paid leave at the time of the birth of the child. The Chief Executives of all Public Sector Agencies have the delegation to approve Paternity Leave from the fifteen (15) days Special Paid Leave Entitlement. *(CE's may grant up to the equivalent of 15 days special leave with pay each service year to an employee to enable them to meet individual needs and responsibilities.)*

The PSA encourages eligible members to apply and if the application is rejected to contact the PSA for assistance.

For any enquiries or concerns please contact Senior Industrial Officer Sue Cummins on 28053260 or email sc@cpsu.asn.au

HOLD THIS GOVERNMENT TO ACCOUNT

15/03/2011

/home2/PSA/Industrial/briefs/retain/sc_Brief_Know_your_Rights_Parental_Leave_March2011.sxw

PSA WEBSITE: www.cpsu.asn.au

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