

# Paid Parental Leave



Australia's first paid parental leave scheme will commence on 1 January 2010. It will provide eligible working parents with 18 weeks of government funded pay at the national minimum wage, currently \$570 a week before tax.

## Information for working parents

### Eligibility

You may be eligible for the parental leave pay if you:

- Are the primary carers of a newborn child or recently adopted child
- Are an Australian resident
- Have met the paid paternal leave scheme work test before the birth or adoption occurs
- Have received an individual adjusted taxable income of \$150,000 or less in the previous financial year, and
- Are on leave or not working from the time you become the child's primary carer.

### Payments

If you think that you are eligible for parental leave pay there are a number of things to do before your child arrives

- Plan your caring role and work leave arrangements
- Use the paid parental leave comparison estimator found on the Family Assistance Website
- Talk to your employer

## Information for employers

What is my role in providing paid parental leave?

From 1 July 2011, you will be responsible for providing Parental Leave Pay to your eligible employees who have or adopt a child from 1 July 2011, and have worked in your business for 12 months or more and are expecting to receive more than eight weeks Parental Leave Pay. However, you will have the choice to pay your employee if they have worked for your business for less than 12 months, or are accessing less than eight weeks Parental Leave Pay. If you choose not to provide your employee their Parental Leave Pay in these situations, we will pay your employee.

How do I provide Parental Leave Pay to my employees?

You will be contacted if you are required to provide Parental Leave Pay to one of your employees and asked to provide us with information such as:

- Business bank account details
- Employee's pay cycle details
- Business name
- ABN and contact details

## Things to consider

- Parental leave pay may affect any existing government payments or support
- You are able to claim your payment through the parental leave pay or the baby bonus, but not both (unless there is multiple births i.e. twins)
- Employers are not required to make compulsory superannuation contributions from the parental leave pay they provide you.
- [If you are unsure, organise an appointment with your accountant to discuss what to expect.](#)

