



Parental leave

Factsheet on what the DEWR EA offers

The proposed enterprise agreement (EA) includes significant enhancements to parental leave negotiated in APS-wide bargaining. DEWR's EA will provide parental leave to employees when they, or their partner:

- gives birth
- adopts a child under the age of 16 or
- becomes a long-term foster carer for a child.

Primary caregivers are entitled to 18 weeks paid parental leave up until 24 months from the child's birth or placement. Leave can be taken at half pay.	<u>Secondary caregivers</u> are entitled to 8 weeks paid parental leave from the commencement of the EA, up until 24 months from the child's birth or placement. This entitlement will rise over the life of the EA to:
	 11 weeks from 1 March 2025 14 weeks from 1 March 2026, and 18 weeks from 28 February 2027.

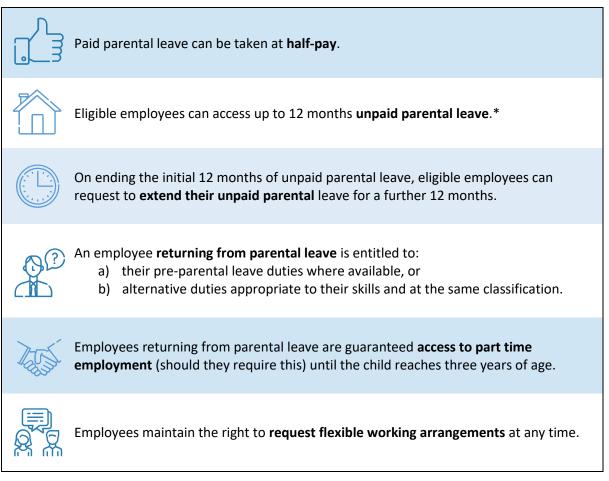
- There are **<u>no</u> qualifying periods** to access paid parental leave.
- Where an employee has already accessed some parental leave (primary or secondary) and are within 24 months from their child's birth or placement, their leave will be **'topped up'** whenever the entitlement increases. To be clear, any paid leave they have already taken will be deducted from the new entitlement.
 - The additional paid leave is only available to be taken within 24 months of the child's birth or placement.
 - The paid parental leave can be accessed flexibly, meaning it does not have to be taken in a single block, and can be taken concurrently with another parent in relation to the same child.
- **Paid premature birth leave** will be available from the date of birth to what would have been 37 weeks gestation, after which the 18 weeks of parental leave will apply.

Compassionate support

- Parents can access one week paid leave if they (or their spouse or partner) experience pregnancy loss that occurs between 12 and 20 weeks' gestation. This is a new entitlement and in addition to compassionate leave.
- Parents of a **stillborn child** remain eligible for parental leave. A secondary caregiver who is the parent of a stillborn child can access 2 weeks' paid leave. This is a new entitlement and in addition to compassionate leave.

Existing parental leave entitlements

Employees retain their existing parental leave entitlements available under the *Fair Work Act 2009*, the *Maternity Leave (Commonwealth Employees) Act 1973* and the current Determination. This includes:



*The 12 months of unpaid parental leave is inclusive of any period of other paid leave (parental, annual, long service, purchased, etc.) taken.

Further information: For further information on the proposed DEWR EA go to the <u>DEWR Enterprise</u> <u>Agreement</u> intranet page. If you have any questions, please contact <u>DEWRbargaining@dewr.gov.au</u>.