



# 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.

**Secondary caregivers** 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 **no 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:

	Paid parental leave can be taken at <b>half-pay</b> .
	Eligible employees can access up to 12 months <b>unpaid parental leave</b> .*
	On ending the initial 12 months of unpaid parental leave, eligible employees can request to <b>extend their unpaid parental leave</b> for a further 12 months.
	An employee <b>returning from parental leave</b> is entitled to: a) their pre-parental leave duties where available, or b) alternative duties appropriate to their skills and at the same classification.
	Employees returning from parental leave are guaranteed <b>access to part time employment</b> (should they require this) until the child reaches three years of age.
	Employees maintain the right to <b>request flexible working arrangements</b> at any time.

\*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 [DEWR Enterprise Agreement](#) intranet page. If you have any questions, please contact [DEWRbargaining@dewr.gov.au](mailto:DEWRbargaining@dewr.gov.au).