

Paid Parental Leave Scheme Administration Submission

<p>1. Which sector do you operate in? Accommodation industry</p>
<p>2. How many staff do you employ (FTE)? 45</p>
<p>3. Have you ever paid parental leave to any of your staff? Yes – under the Commonwealth scheme (not an employer payment).</p>
<p>4. If yes, did you pass on the Commonwealth Parental Leave Payment or did your staff receive it directly from Services Australia? We passed it on.</p>
<p>5. If you passed on the Commonwealth payment, did it add to your payroll processing time? Yes</p>
<p>6. If you passed on the Commonwealth payment, did it increase the administrative burden on your business? Yes – how could it not.</p>
<p>7. If you passed on the Commonwealth payment, did it cause any cashflow problems? No. The payments from Services Australia generally came in before it was due to be paid to the employee.</p>
<p>8. If you had a choice, would you prefer to pass on the Commonwealth Parental Leave Payment or have Services Australia pay it directly to your staff member? I would prefer Services Australia pay it directly. The current system causes double-handling.</p>
<p>9. Have you ever voluntarily “topped up” a staff member’s parental leave payment? No</p>
<p>10. Do you feel that delivering Commonwealth parental leave payments through your payroll plays an important role in maintaining a strong relationship between yourself and your employees while they on parental leave? If not, why not? No. We don’t bring staff in while they are on leave. I just don’t think it makes any difference to how ‘connected’ they are to us.</p>
<p>11. Do you think small businesses should be required to administer Commonwealth Parental Leave Payments? No. It has always been a ‘bug-bear’ for me. It is a Commonwealth payment – the Commonwealth should be paying it. The current system causes otherwise unnecessary work for our business and presumably causes extra work for Services Australia as well.</p>
<p>12. Are you in favour of an opt-in model or an opt-out model for employers to administer Commonwealth Parental Leave Payments? That is obviously an option, but I think you will find that the majority of employees will opt-out (or not opt in) so probably not worthwhile – just put it all through Services Australia.</p>