



03/05/2023

**Submission:**

**Inquiry: The Potential impacts of the Commonwealth Paid Parental Leave Scheme on small businesses and their employees**

My name is Tim Keeffe, I am the Systems Manager for the Capital Chemist Group. As a group we employ nearly a thousand staff at any given time across 40 businesses. We have a predominantly female workforce which has resulted in vast experience with the Commonwealth Paid Parental Leave Scheme.

Currently when our staff take Commonwealth Paid Parental Leave we pass on the payment to them through payroll as required. This adds a significant amount of processing time to any pay run that contains one of these payments.

This burden is caused by the need to log into the Business Hub via Proda and download documentation for each business/employee separately, verify that money has been received by the business from the Commonwealth and then manually process in the pay run.

The administrative burden is increased again significantly when an employees Commonwealth Paid Parental Leave spans across the new financial year when the daily rate changes.

We have had instances where an employee has submitted the wrong ABN on their applications, we have had new staff processing payroll and accessing Proda where we have had to contact Services Australia about fixing a setup or acquiring access in Proda to our businesses that have taken hours to fix on the phone with Services Australia staff.

Getting Employers to pay Paid Parental leave to staff on behalf of the government does not help to maintain any sort of relationship between the employee and the employer in any way, shape or form. The employee will still have absolutely no contact with us during this period. The only contact we have with them is sending them a payslip. Hardly maintaining a relationship between the two parties.

Employers should not have to make these payments; they should be handled directly by Services Australia. Services Australia already has all the information required when the applications are made. It results in unnecessary workload for no extra benefit.

Regards

Tim Keeffe