

8/2/06

Sent: Thursday, 24 November 2005 7:49 PM
To: Committee, FHS (REPS)
Subject: Balancing work and family in Norway

I came to Perth 21 months ago, from Norway with my husband and 1 year old daughter, I was shocked. This is what we get in Norway from the Government:

12 months maternity leave = 80% of your salary
 10 months maternity leave = 100% of your salary
 To be eligible for this the mother would have had to work 6 months out of the last 10 months or dad can take out the 12 or 10 months paternity leave, depending on what the family want.
 Mothers maternity leave starts 3 weeks before due date, so that she can relax and get things organised before the baby comes.

Dad get 2 weeks off work when the baby arrives to help out and get to know the baby
 Later he can take 4 weeks off work, the mother would have to either go back to work, take holiday leave or study when dad uses his paternity leave.

Every month you will receive \$200 from the Government for each child until they are 18 yrs old
 You get 10 days carers leave, fully paid.
 In addition, if any person in Norway get sick, the company they work for pay for the first 16 days, after that the Government steps in and pay until you are well - for this you need a doctors certificate.
 Therefor if as a mother you get sick during and/or after pregnancy you would still get money in. As a working person you are also entitle to take 8 x3 days sick leave off without a doc certificate, after the 8x3 are gone, you would have to work for approx. 6 months without taking sick leave, but if you get sick...go to the doctor and get a certificate.

If you didn't work, ie student or unemployed, before you got pregnant, the Government will give you a one off payment of approx \$7000 + the \$200 a months +++ if you are a single mother etc I really don't know much about that side of the story.

Daycare payment has just change this year. If you have top salary you pay for 5 days (7 till 5pm) in day care = \$340 a month. Less if you earn less.

After school care is cheaper than day care.

Alot of people will say "but you earn so much more in Norway". Well, yes we do, but our houses, cars and food are a lot dearer as well. To give you an example:

Australian salary and tax = \$33,500
 - \$6,000 in tax
 = \$27,500 annual income

Norwegian salary and tax = \$48,000
 - \$13,800 in tax
 = \$34,000 annual income

+ we get 5 weeks holiday, 12,2% of our annual income in holiday money meaning we get paid out \$5,856 (based on the Norwegian salary above) the month we take our holiday (we don't pay any tax on income and holiday money that month) + half tax in December.

25/11/2005

A new thing is that we get pension point from the Government + your employer which means when you are a pensioner you will see 80% of the salary you had while working.

This is based on the same job in both countries, Norwegian salary is 2 years old.

We also get 1 day off work, paid, to follow our children to first day in daycare, kindy and school. I day off work when we move houses. If you have to go to the dentist, doctor etc the time you are off work is paid for. I am not sure if all is stated in the law.

Multiple birth are from 2 children and up, and is given 24 months maternity/paternity leave, more money support to start off with, from the Government.

Well, I just wanted to show you that the Government shouldn't have a problem in giving Australians the same as we are given in Norway.

I know for a fact that if I choose to get pregnant again, I'll be going back to Norway to work before the baby arrives!!!!

<http://www.norway.org.au/policy/family/>

<http://www.odin.no/bfd/english/doc/handbooks/004071-120005/dok-bn.html>

I am not sure which one is the most updated one...

Kind regards,
Yvonne L. Wiltshire



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