

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL ESTIMATES 2012-2013**

Finance and Deregulation Portfolio

**Department/Agency:** Department of Finance and Deregulation

**Outcome/Program:** General

**Topic:** Paid parental leave

**Senator:** Ryan

**Question reference number:** F86

**Type of question:** Written

**Date set by the committee for the return of answer:** Tuesday, 2 April 2013

**Number of pages:** 2

**Question:**

- a) Please list how many staff in each department and agency are eligible to receive payments under the Government's Paid Parental Leave scheme?
- b) For this financial year to date list which department/agency is providing its employees with payments under the Government's Paid Parental Leave scheme? Please list how many staff and their classification are in receipt of these payments.
- c) What is the paid parental scheme offered by each department and agency? How many staff have used the scheme this financial year to date.

**Answer:**

- a) Refer to response F95 asked at the Supplementary Budget Estimates October 2012.
- b) For the period 1 July 2012 to 31 January 2013:

<b>APS Classification</b>	<b>Number of Staff</b>
APS 4	6
APS 5	6
APS 6	7
EL1	14
EL2	3
<b>Total</b>	<b>36</b>

- c) Staff employed under the '*Department of Finance and Deregulation Enterprise Agreement 2011-2014*' and under '*sub-section 24(1) of the Public Service Act 1999*' are entitled (qualifying periods apply) to:
  - 16 weeks full pay maternity leave, or

- 20 days full pay supporting partner leave, or
- 16 weeks full pay adoption leave, or
- 16 weeks long-term foster leave.

For the period 1 July 2012 to 31 January 2013:

<b>Type of Leave</b>	<b>Number of Staff</b>
Maternity leave	60
Supporting Partner leave	36
Adoption leave	0
Long-Term Foster leave	1

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**Finance and Deregulation Portfolio**

**Department/Agency: Australian Electoral Commission**

**Outcome/Program:**

**Topic: Paid parental leave**

**Senator: Ryan**

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- c) What is the paid parental scheme offered by each department and agency? How many staff have used the scheme this financial year to date.

**Answer:**

- a) All employees with more than 12 months service who earn less than \$150,000 per annum and are the primary care giver of the child are eligible to receive payment under the government's Paid Parental Leave Scheme. As eligibility is based on primary caring responsibility, the number of eligible staff cannot be identified.
- b) For the period 1 July 2012 to 31 January 2013, 11 staff in total with classification below

APS Classification	Number of Staff
APS2	1
APS4	2
APS5	1
APS6	3
EL1	2
EL2	2
<b>Total</b>	<b>11</b>

- c) AEC employees are entitled to maternity leave entitlements covered by the *Maternity Leave Act (Commonwealth Employees) 1973*, plus two weeks personal leave, plus two weeks paid parental support leave.

As outlined in the AEC Enterprise Agreement 2011-14, all staff but one of those listed at question b) above, who is a male, have availed themselves of these entitlements. The male has used his entitlement to two weeks personal leave, plus two weeks paid parental support leave.

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
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**Finance and Deregulation Portfolio**

**Department/Agency:** ComSuper  
**Outcome/Program:**  
**Topic:** Paid parental leave

**Senator:** Ryan  
**Question reference number:** F86  
**Type of question:** Written  
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**Question:**

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- c) What is the paid parental scheme offered by each department and agency? How many staff have used the scheme this financial year to date.

**Answer:**

- a) All employees with more than 12 months service who earn less than \$150,000 per annum and are the primary care giver of a child are eligible to receive payment under the Government's Paid Parental Leave Scheme. As eligibility is based on primary caring responsibility, the number of eligible ComSuper staff cannot be identified.
- b) The ComSuper staff who have been provided with the Government's Paid Parental Leave scheme payments this financial year are listed by classification below:

<b>Classification</b>	<b>Number of staff</b>
APS Level 4	1
APS Level 5	1
APS Level 6	1
Executive Level 1	1
<b>Total</b>	<b>4</b>

- c) An employee who is eligible to take unpaid parental leave under S70 of the *Fair Work Act 2009* may take 12 months unpaid parental leave in addition to any Maternity, Adoption, Fostering and/or Parenting leave taken by that employee.

Two weeks paid parenting leave for parenting purposes will be granted to ongoing ComSuper employees within 12 months following the birth, adoption, or long-term fostering of a child. This leave is in addition to any paid or unpaid leave available under the *Maternity Leave (Commonwealth Employees) Act 1973* and the *Fair Work Act 2009*. It is accessible by the child's mother, father, and partner of a parent or adoptive or fostering parent.

10 staff have used parental leave for the period 1 July 2012 to 31 January 2013.

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
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**Finance and Deregulation Portfolio**

**Department/Agency:** Commonwealth Superannuation Corporation

**Outcome/Program:**

**Topic:** Paid parental leave

**Senator:** Ryan

**Question reference number:** F86

**Type of question:** Written

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- c) What is the paid parental scheme offered by each department and agency? How many staff have used the scheme this financial year to date.

**Answer:**

- a) All employees with more than 12 months service who earn less than \$150,000 per annum and are the primary care giver of the child are eligible to receive payment under the Government's Paid Parental Leave Scheme. As eligibility is based on primary caring responsibility, the number of eligible staff cannot be identified.
- b) For the period 1 July 2012 to 31 January 2013, 1 employee; classification Unit Pricing Analyst.
- c) All full-time and part-time female employees (who have completed at least one year's continuous service) are eligible for 12 weeks paid leave after the birth or adoption of a child. They must take this leave within the 52 weeks elapsed time from the birth or adoption. As an eligible employee, they may elect to spread the payment over a greater period of absence up to 24 weeks. All full-time and part-time employees who have a partner who gives birth or adopts a child are entitled to one week's paid leave immediately after the birth or adoption of the child.

**Senate Finance and Public Administration Legislation Committee**  
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Finance and Deregulation Portfolio

**Department/Agency:** Future Fund Management Agency

**Outcome/Program:**

**Topic:** Paid parental leave

**Senator:** Ryan

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- c) What is the paid parental scheme offered by each department and agency? How many staff have used the scheme this financial year to date.

**Answer:**

- a) All employees at all levels are eligible to apply for payment under the Government's Paid Parental Leave scheme. Eligibility for payment is determined by the appropriate government department/officers and depends on the individual circumstances of the individual employee.
- b) For the period 1 July 2012 to 31 January 2013, 2 staff received payments at levels FFMA 4 and FFMA 3.
- c) 12 weeks' paid Maternity leave is available to an eligible employee, in accordance with the Maternity Leave Act. 12 weeks' paid Adoption Leave is available to an eligible employee who is his or her adopted child's primary care-giver from the date of placement.

2 staff have used the paid parental scheme this financial year to date.

5 days (3 days paid and 2 days unpaid leave) Paternity Leave is available to an eligible employee whose spouse or partner is giving birth to their child. Leave is to be taken within two weeks of the birth of the child.

5 days (3 days paid and 2 days unpaid leave) Adoption Leave is available to an eligible employee whose spouse of partner is the primary care-giver of their newly adopted child.

2 staff have used Paternity or Adoption Leave this financial year to date.