

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
BUDGET ESTIMATES 2013-2014

Finance and Deregulation Portfolio

Department/Agency: Department of Finance and Deregulation

Outcome/Program: General

Topic: Paid parental leave

Senator: Ryan

Question reference number: F104

Type of question: Written

Date set by the committee for the return of answer: Friday, 12 July 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 – 30 April 2013:

APS Classification	Number of Staff
APS 4	8
APS 5	8
APS 6	13
EL1	17
EL2	7
Total	53

- 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 – 30 April 2013:

Type of Leave	Number of Staff
Maternity leave	72
Supporting Partner leave	44
Adoption leave	0
Long-Term Foster leave	1
Total	117

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Finance and Deregulation Portfolio

Department/Agency: Australian Electoral Commission

Outcome/Program: General

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- 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) 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 – 30 April 2013, 14 staff in total with classification below:

APS Classification	Number of Staff
APS2	1
APS3	1
APS4	2
APS5	1
APS6	4
EL1	3
EL2	2
Total	14

- 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 employee 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: F104

Type of question: Written

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Question:

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- 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) 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 for the period 1 July 2012 – 30 April 2013 are listed by classification below:

Classification	Number of staff
APS Level 4	3
APS Level 5	1
APS Level 6	1
Executive Level 1	1
Total	6

- 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.

Thirteen staff have used parental leave for the period 1 July 2012 – 30 April 2013.

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Finance and Deregulation Portfolio

Department/Agency: Commonwealth Superannuation Corporation

Outcome/Program:

Topic: Paid parental leave

Senator: Ryan

Question reference number: F104

Type of question: Written

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- 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) & c) Please refer to Additional Estimates 2012–13, question reference F86.
- b) For the period 1 July 2012 – 30 April 2013, two employees; classification Unit Pricing Analyst and Corporate Accountant.

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Finance and Deregulation Portfolio

Department/Agency: Future Fund Management Agency

Outcome/Program:

Topic: Paid parental leave

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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) Please refer to Additional Estimates 2012–13. Question reference F86.
- b) No change since Additional Estimates 2012–13. Refer to the response to F86.
- c) No change since Additional Estimates 2012–13. Refer to the response to F86.