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The employer and the employee should then contribute to this fund as per the super fund guidelines now in place.

The partner should also be able to contribute to the fund during the family planning stage.

There should be a period i.e. 2 year's membership before you can draw from the maternity fund.

The woman would have access to a program to assist with calculations for time off.

Once the woman decides on period of commencement and return of her maternity leave she submits her application to both her fund and manager for processing.

The employer funded period (6 weeks) commences .This could be done during the pregnancy stage say by the 6 month stage to assist the employer in planning as well.

The payment is based on the time of leave the employee wishes to take, and the amount in the fund available the woman/ partner could take full pay or a reduced payment based on their financial obligations.

This means that that the woman/partner has financial support during her time off and the employer has no financial burden to deal with (only the time issue).

The funds should be provided as a non taxed payment as taxing this would also hurt the family financially due to bracketing financially disadvantaging the parents and could affect their child care entitlements as well.

Once a woman decided to have no more children the contributions would be transferred back to a super fund and continue as per the current ruling that has been applied to supper funds.

The spouse must continue to contribute to the fund once that person returns to work so that the fund can continue to grow for retirement.

POINTS TO CONSIDER

1. I would suggest that you look at compulsory percentage a woman / spouse should contribute to the fund as well as the employer i.e. 5% + 9% current.
2. The time issue of 2 years could be a maximum time period allowed with the employee needing to inform the employer of her intentions within a given time frame.
3. The partner would cease to contribute once the fund was reverted back (optional) if that person wished to.
4. Super replenishment by compulsory contribution by workers to their super funds after family commitments are finished.
5. The male member or partner would still be receiving their employer benefit into a super fund at their location and the member could cease their allotment and reallocate it to the partners fund at a later date.

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6. Baby bonus included in calculations payed to parents in fortnightly payments either as is or via a super contribution and payed fortnightly.
7. Legal access to super through family courts may need to be considered if separation was to occur due to joint contributions.
8. The employer could maybe receive a percentage i.e. 5% from the total fund for training of and replacement of staff.or negotiates a work from home program that this money could support ie equipment or transport of work.
9. We could also look at a return of service as an option so the employer gets return on their investment from the staff ie 12 + 12 month or 6 + 12 month leave and return of service.

.Summary;

Our children are our most important asset however our employers are also an important asset for without their ability to grow and develop their business our children will not have the opportunity to be employed in there time.

We need to develop a system that is mutual in benefit, with a win / win solution always being our aim and I believe this proposal to provide us with an opportunity to develop a better environment with benefits to both employers employees and to us as a nation.

Further to the above idea the government would give a baby bonus to working parents who could also afford to look after their children long after the bonus is gone as part of the maternity plan .

Reason because long after the money is gone the children and family needs still remain so we need to reinforce the need to save and manage our lives better so that the children are given the best opportunities possible to better their lives and our counties future.

I thank you for your time and hope you like my idea.

I would really appreciate any feedback if time would permit.

Kind Regards

Phillip Hall