



CPSU submission to the Productivity Commission

Inquiry into Paid Maternity, Paternity and Parental Leave

June 2008

About the CPSU

The Community and Public Sector Union (CPSU) is an active and progressive union committed to the promotion of a modern efficient and responsive public sector that delivers quality services and quality jobs. We represent around 60,000 members in the Australian Public Service (APS), ACT Public Service, NT Public Service, ABC and the CSIRO. We also have members in Telstra, commercial television and the telecommunications industry.

Recommendations and Summary of CPSU Position

1. The CPSU recommends that Australian working women be entitled to a minimum of 26 weeks paid maternity leave at replacement wages plus superannuation.
2. Partners are to be entitled to a minimum of 6 weeks partner leave.
3. Adoptive parents are to be entitled to the same leave arrangements as provided under the maternity and partner leave schemes.
4. The Productivity Commission must acknowledge that achieving adequate paid leave is the first part of the parenting equation. There are other entitlements which also need to become part of the standard conditions of working parents including family friendly entitlements to enable parents to balance work and family, access to part time work, access to facilities and paid time for breastfeeding, and affordable and good quality childcare.

The CPSU submission draws heavily from the experiences of our members in relation to maternity, paternity and parental leave and their current industrial entitlements as well as from the relevant literature around maternity leave and the interests of the child. CPSU member views were primarily collected through a survey which was conducted in April and May 2008¹. There were 1094 valid responses to the survey from CPSU women members who had given birth within the last 5 years. Comments from other CPSU members were invited via email and numerous members, men and women, provided information which has been incorporated into this submission.

Most CPSU members are currently entitled to a period of paid maternity leave at their full salary plus superannuation of between 12 and 18 weeks. They also receive the Baby Bonus payment which at 1 July 2008 will be \$5000. The CPSU's position is that no one should be worse off under any new universal scheme. Therefore any entitlement in a general scheme must be in addition to existing legislative or bargained entitlements and not subject to any absorption².

¹ Detailed survey results are at Attachment 1.

² If the Government was to introduce a scheme along the lines of the ACTU proposal, the 14 weeks paid at the minimum wage must not be absorbed into the 12 week entitlement that currently exists for Commonwealth Public Servants under the *Maternity Leave (Commonwealth Employees) Act 1973*. Should it be absorbed, APS women would be worse off as they would lose the \$5000 baby bonus which they currently use to extend their period of paid leave but gain only 2 weeks additional leave at the minimum wage. The \$5000 Baby Bonus represents approximately 6 weeks paid leave at full net salary of an APS employee earning \$60 000 per annum.

It is our submission that at the time of the birth of a child, women are to be entitled to 26 weeks leave at replacement wages³. Some women are able to extend their current leave entitlements by taking leave at half pay. The CPSU member survey confirmed that many cannot afford to take leave at half pay and instead use up any accrued annual and long service leave entitlements and additional purchased leave to extend their paid maternity leave for as long as possible before financial constraints require their return to work.

Partners⁴ of new mothers are to be entitled to a minimum of 6 weeks leave at replacement wages. It is necessary that this leave be paid leave since it has been suggested that men are not likely to take unpaid leave. This was confirmed by the CPSU member survey data which showed that 55% of partners took less than a week of leave at the time of the birth of a baby and 62% did not take any unpaid leave. As one member commented

The other thing that I found disappointing was the amount of paternity/bonding leave for fathers/partners. My husband was entitled to one week - hardly enough time to lay the foundations of a strong family unit and ensure the health and wellbeing of all involved.

Adoptive parents are to be entitled to the same leave arrangements as provided under the maternity and partner leave schemes. That is, the primary carer should be entitled to a minimum of 26 weeks leave at replacement wages at the time of the adoption of the child. The partner should be entitled to a minimum of six weeks at replacement wages to enable bonding with the child(ren). The current age parameters in industrial instruments which limit access to entitlements for some adoptive parents should be relaxed in recognition that sometimes children are adopted at the age of five years or older. Consideration also needs to be given to the entitlements of those who enter long term fostering arrangements.

Achieving adequate paid leave is the first part of the parenting equation. There are other entitlements which also need to become part of the standard entitlement of working parents. Mandating certain entitlements will assist in fostering the cultural change that is necessary in Australian workplaces so that the role of parents as workers and community members becomes properly valued. First, there is a need to ensure that parents are able to maintain a connection with the workplace while on leave. Once they have returned to work, various family-friendly provisions should be available to enable a work/life balance such as access to part time work and access to facilities and paid time for breastfeeding. There must also be a national review of childcare arrangements to enable parents to access affordable, good quality childcare to facilitate their return to work after a period of extended leave.

We do not make a submission in relation to the position of women who are unattached to the workforce. Although we support a payment to non-working mothers, the construction of a scheme for these women requires a good understanding of the tax and social security system. Others are better placed to speak for this group of women.

³ All references to replacement wages in this submission include superannuation contributions at the level the employee would be receiving if they were not taking paid leave.

⁴ Including same sex couples

What do CPSU members currently get?

Women in the Commonwealth Public Service have had a statutory entitlement to 12 weeks paid maternity leave since the enactment of the *Maternity Leave (Commonwealth Employees) Act 1973*. In many cases the duration of this paid leave has been extended through collective bargaining.

CPSU reviewed 121 collective agreements covering members in the APS, private sector, community sector and the Territories. The findings are summarised below and the full details of the review are in Attachment 2. On average, current entitlements for CPSU members are:

- **Maternity leave** – averages 12-14 weeks (and in most cases the agreement specifies that this can be taken at half pay). Where the collective agreement is silent on the entitlement, the provisions of the *Maternity Leave (Commonwealth Employees) Act 1973* apply to women employed in the APS.
- **Paternity leave** – sometimes found in policy which is hard to discern. Those agreements which included a specific paternity leave entitlement generally included 1-2 weeks paid leave.
 - However, in the ACT government and also some APS agencies, there is a general entitlement for the primary carer leave which is 12-14 weeks paid leave. In ACT government, primary carer leave can be taken by the person not eligible for paid maternity leave and one couple can get 28 weeks paid leave in total if they both work for ACT government.
- **Parental leave** – ranges from 1 week paid leave to 6 weeks. Normally taken by the partner but
 - Is sometimes available for mothers who are not eligible for paid maternity leave (i.e. those who have not got 12 months service).
 - And also can be used for those adopting children and long term fostering arrangements.
- **Adoption leave** – varies depending on the agreement. Most often it is the same entitlement as paid maternity leave.

While in some workplaces, (particularly in the ACT government), CPSU members have achieved significant parental leave entitlements, bargaining is a piecemeal response to a society wide issue. Gains made through bargaining depend on a number of variables including the industrial strength of the union within a particular agency, the political circumstances of the time, and the gender balance in an agency.

Table 1, below, shows the number of women by Agency and Classification level who took paid maternity leave in 2006/7. In total, 3,109 women took paid maternity leave. Centrelink, a highly feminised agency with 69 per cent of its 26,626 employees female, was the agency with the highest number of women accessing this leave. Despite the potential benefits for the Centrelink workforce and management of increased paid maternity leave, Centrelink is one of the agencies where the CPSU has not yet achieved more than the 12 week paid maternity leave statutory entitlement through bargaining. In reality, even in a highly feminised agency such as Centrelink, the cost imposition of increased paid maternity leave is minimal, yet the psychological barriers to increasing the entitlement seem large. In 2006/7 only 3 per cent of the total Centrelink workforce took paid maternity leave. This would have had a negligible impact on the overall payroll of the Agency.

Table 1: Maternity Leave Taken in the APS, 2006/7

	APS 1-2	APS 3-4	APS 5-6	EL	SES	Trainee & Grad APS	All
- Aust. National Maritime Museum	.	1	.	.	.	.	1
- ASIC	.	1	12	15	1	.	29
- Family Court of Australia	1	6	2	1	.	.	10
- Federal Court of Australia	.	3	3	.	.	.	6
- ACCC	.	1	9	6	.	.	16
- IP AUSTRALIA	.	8	13	1	.	.	22
- AusAID	.	1	15	15	1	.	32
- Australian War Memorial	.	.	.	1	.	.	1
- Office of National Assessments	.	1	1	2	.	.	4
- National Museum of Australia	.	.	2	3	.	.	5
- National Library of Australia	1	.	4	2	.	.	7
- ANAO	.	.	4	1	1	.	6
Veterans' Affairs	.	8	25	8	.	.	41
- Bureau of Meteorology	.	.	5	5	.	.	10
- Australian Electoral Comm.	2	1	.	.	.	.	3
- National Archives of Australia	1	.	1	1	.	.	3
- Commonwealth DPP	.	2	.	2	.	.	4
- ComSuper	.	4	4	1	1	.	10
- Australian Bureau of Statistics	.	13	42	18	.	.	73
- Australian Customs Service	.	38	25	4	.	1	68
- Australian Taxation Office	25	188	138	67	.	1	419
- GBRMPA	1	2	.	1	.	.	4
Defence	27	69	101	59	.	.	256
- Aboriginal Hostels Ltd.	4	2	.	1	.	.	7
Foreign Affairs & Trade	.	5	14	25	.	.	44
- Defence Housing Australia	2	20	2	2	.	.	26
- Aust. Institute of Health & Welfare	.	1	.	.	.	.	1
- Comcare	1	3	4	1	1	.	10
- Australian Public Service Commission	.	.	.	1	.	.	1
- Australian Industrial Registry	.	1	2	.	.	.	3
Attorney-General's	.	5	7	11	2	.	25
Prime Minister & Cabinet	.	.	6	9	.	.	15
Treasury	.	4	7	7	.	.	18
- National Native Title Tribunal	.	5	2	5	.	.	12
- Aust. Institute of Family Studies	.	1	.	.	.	.	1
Immigration	.	51	41	27	.	.	119
- Centrelink	4	624	204	54	1	1	888
- Productivity Commission	2	.	1	.	.	.	3
- National Capital Authority	.	.	1	2	.	.	3

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	APS 1-2	APS 3-4	APS 5-6	EL	SES	Trainee & Grad APS	All
Agriculture, Fisheries & Forestry	.	5	11	14	1	1	32
Communications, IT & the Arts	.	1	5	4	.	.	10
DEST	.	5	23	19	.	1	48
DEWR	.	10	28	28	1	.	67
Environment & Heritage	1	7	22	20	.	.	50
FaCSIA	1	7	26	25	.	.	59
Health & Ageing	.	12	53	45	1	2	113
Industry, Tourism & Resources	1	6	13	9	.	.	29
Transport & Regional Services	.	2	13	7	.	1	23
630	10	32	24	4	.	.	70
- AUSTRAC	.	.	1	.	.	.	1
- Questacon	.	.	.	1	.	.	1
Office of the Employment Advocate	1	.	3	1	1	.	6
- FSANZ	.	1	.	.	.	.	1
- Professional Services Review	.	.	.	1	.	.	1
Therapeutic Goods Administration	.	1	7	3	.	.	11
- Refugee Review Tribunal and Migration Review Tribunal	1	7	.	1	.	.	9
- Child Support Agency	.	100	34	7	.	.	141
- CRS Australia	12	9	86	.	.	.	107
- ARPANSA	.	1	.	.	.	.	1
Australian Antarctic Division	.	.	1	.	.	.	1
- ITSA	.	1	2	.	.	.	3
- Federal Magistrates Court	.	1	.	.	.	.	1
- Australian Research Council	.	.	2	.	.	.	2
- Australian Crime Commission	.	3	5	5	.	.	13
- Australian Film Commission	.	1	3	2	.	.	6
- NOPSA	.	.	1	.	.	.	1
- National Water Commission	.	.	1	2	.	.	3
- Medicare Australia	4	40	10	6	.	1	61
- ABCC	.	.	1	.	.	.	1
- AUSTRADE	.	3	4	11	.	.	18
- ASADA	.	.	.	1	.	.	1
- Office of Workplace Services	.	.	1	2	.	.	3
Biosecurity	.	1	1	1	.	.	3
- NHMRC	.	.	3	.	.	.	3
OGTR & NICNAS	.	1	.	2	.	.	3
All	102	1326	1081	579	12	9	3109

Source: APSC unpublished data

For the Commonwealth as an employer, increasing the paid maternity leave entitlement of its workforce to 26 weeks would not be a significant cost imposition. The CPSU has calculated that the cost of 26 weeks paid maternity leave in 2013 would be approximately \$124 million. This is approximately 0.7 per cent of the wages and salaries bill of the general government sector of the APS⁵. Note that this figure is an overestimation of the projected cost since it has not been discounted to take into account the government's present liability to APS women of 12 weeks paid maternity leave.

Table 2: Cost of 26 Weeks Paid Maternity Leave by 2013 for APS employees.

Classification	Number	Cost of 13 weeks salary in 2007	Cost of 14 weeks in 2008 (+4%)	Cost of 20 weeks by 2011	Cost of 26 weeks by 2013
Trainee and Graduate	9	\$107,276	\$120,149	\$193,073	\$271,475
APS 1-2	102	\$1,020,944	\$1,143,457	\$1,837,476	\$2,583,638
APS 3-4	1326	\$16,762,629	\$18,774,144	\$30,169,085	\$42,420,147
APS 5-6	1081	\$17,226,816	\$19,294,034	\$31,004,520	\$43,594,836
EL	579	\$13,370,413	\$14,974,862	\$24,063,834	\$33,835,675
SES	12	\$450,000	\$504,000	\$809,902	\$1,138,787
TOTAL	3109	\$48,938,077	\$54,810,646	\$88,077,889	\$123,844,558

1. Assumption is a 4% wage increase per annum and that the same 'pattern' of women take maternity leave in each year. The average pay level is based on the average rates in the 2007 Department of Immigration and Citizenship Collective Agreement. The 2008 rates have been increased by 4%.
2. Calculations do not include superannuation.

Given that highly feminised agencies have been reluctant to increase the entitlement of their workforces beyond the statutory minimum, it is proposed that the APS establish a centralised pool to fund 26 weeks paid maternity leave. This would eliminate the current discrimination occurring for workers in feminised agencies.

Why 26 weeks paid leave?

CPSU members were asked about their entitlement to paid maternity leave. There was a range of experiences provided, with 4.6% of respondents reporting that they had no entitlement to paid maternity leave – this may be the result of a number of factors including the requirement of 12 months service before the entitlement to paid leave is given. At the Canberra hearing of the Productivity Commission a CPSU member provided details of her circumstances as a result of working for a labour hire firm providing services to the APS. Belinda won her permanent APS position 2 weeks before the birth of her daughter and as a result was not entitled to any paid maternity leave.

The remaining 96.4% of respondents to the CPSU survey had 12 weeks (57.4%) or more paid leave⁶. It was clear however that this amount of paid leave was not sufficient with 76.7% of women reporting that the availability of paid maternity leave affected the amount of time they had taken off work.

⁵ According to the Income Statement for the Australian Government General Government Sector (Australian Government Monthly Financial Statements) 2007/8 – Salaries and Wages MYEF Estimate 2007-8 Full Year = \$15,093 million. This has been increased by 4% per annum to 2013.

⁶ The maximum was 18 weeks and 20% had 15 weeks or more paid leave.

Extending paid time off work by using accrued forms of other leave

Where possible, women were extending the period of time they were able to take off work by accumulating other forms of paid leave – 91% of mothers took annual leave after exhausting their paid maternity leave entitlements, and nearly 20% had sufficient service to fund additional time off using long service leave. Another way mothers extended their leave was by purchasing additional annual leave before the birth of their baby. Some comments from members are below:

I could not afford to take time off without pay so I took all my paid leave at half pay and then added rec leave and long service leave at half pay to give me 11 months and 2 weeks off with half pay. I returned to work with no rec leave, and no long service leave entitlement.

If there was more paid maternity leave granted to women then I would not have had to use so much of my Long Service Leave and Recreational Leave. This is a problem for when I came back to work and I had exhausted all of my leave entitlements it left me in a difficult situation for when leave needs to be taken. The idea that you can only have 14 weeks full pay or 28 weeks half pay to spend with your child is very hard to comprehend. All of my leave including LSL and Rec leave was taken on half pay so that I could spend as much time with my child as possible before I had to come back to work.

I feel annoyed that I had to use up my long service leave to be able to afford to take two years off to look after my child. The early years of childhood are so important to a child's development. The government should recognise the social benefit of parents looking after their kids in these years.

It was a lucky coincidence that my long service leave was due when I went on maternity leave, so I was able to take longer, otherwise I would have had to come back to work right after the mat leave ran out. I didn't have a place in a child care centre at that point, so it would have been very difficult for me to return to work.

It was important to my well-being to know that finances were going to be manageable and that I had a full year of leave (accrued). This meant I wasn't in a hurry to wean and to work up to the separation that goes with a return to work. It is also much much harder to get care for younger children - there are far fewer places available. It meant I could devote myself to my daughter for the first year of her life, which I think contributes not only to her well being, but also mine, because I am doing what I think is best for my child. At 12 months old (when I returned to part time work) they are still so small and dependant and emotionally attached to their primary care giver, and yet some people seem to think 12 months is an indulgence.

Because I was able to use a combination of mat leave, long service and annual leave to spend a year with my baby, we began very healthily and happily. I honestly don't know how I would have otherwise coped with the sleep deprivation. However, I don't think it is really fair that my long service had to be used for this purpose. Conversely, I know that this is not something all women can access.

I am 3 months pregnant and facing the prospect of having to take 4 weeks off before the baby is due, which will cut into my maternity leave and then having to

care for the baby by myself as my partner has to work so we can keep the house. With rising interest rates it is not viable for him to take time off or for me to take maternity leave at half pay. I would love to spend 6 months bonding with my child and being able to breastfeed it and not having to rely on child care to look after my child, however with the cost of living forever increasing, and the wages not increasing to reflect this, we may have no choice. Six months full paid maternity leave would change all of this and will also free up a space in child care for others to take advantage of.

Financial pressures force women to return to work early

Despite the complicated way in which CPSU women attempted to maximise the time they could afford out of the paid workforce, nearly 1 in 5 reported that they returned to work before the baby was six months old. Regardless of the age of the baby, most women lamented that their return to work date was not of their choosing but because of financial pressures:

I can't afford to take time off without being paid for it. It's really disappointing when you're trying to do the best for your family as a mother and you have to send your child to crèche at 4 months old. We should be allowed to have the first 6 months with our children!

I took 24 weeks, half pay. Ideally, I would have liked to take the full year of work, however I am a single mum and although my job could have been held for 6 months at no pay, I could not have afforded to live.

My baby was born 23 January 2008 and I'm currently on maternity leave. I am returning to work at the start of September, by financial necessity, not by choice. I have taken 6 months maternity leave at half pay (as opposed to 3 months at full pay) and will take a further two months off paid at half pay of my annual leave. This gives me 8 months off work at half pay. I feel saddened and guilty that I will have to return to work so early, but this is a financial necessity as my husband and I have to meet our mortgage payments and other living expenses.

It is ESSENTIAL that families are able to bond, grow and develop in the early stages. I am an active advocate for maternity reform and believe that the paid mat. leave provisions in this country are well below standard. Women have the absolute right to breastfeed EXCLUSIVELY for AT LEAST 6 MONTHS, in fact, it's well documented by the World Health Organisation that this gives children the best (known) start to life. To have only 12 weeks paid leave, (with a requirement that 6 weeks are used pre-birth) is removing that basic right. In our case, I have now taken unpaid mat leave, this will cost us our house. We have to sell our home to make sure our child is given a great start in life - how does that work?

Due to financial stress I have suffered on going depression. I see a psychologist still. I am on unpaid leave still following paid maternity leave, and chose not to return to work yet because child care cost would over ride the financial benefit of returning to work. If I had been paid maternity leave for longer my family would not have lost our home, when the mortgage payments became too great.

Because I had no paid maternity leave and was under financial stress my health suffered. I was worried a lot. When I recommenced work I was tired and had to juggle everything. It took a long time for me to recoup from unpaid maternity leave. I went bankrupt in the process.

Health of the Mother and the Baby

Just 29.8% of Australian babies are breastfed for 6 months or more⁷. This is despite a recommendation from the World Health Organisation that infants should be exclusively breastfed on demand from birth until at least four and, if possible, six months of age. The benefits are numerous - according to a National Health and Medical Research Council research paper, 'breastfeeding has been shown to provide significant health benefits for both mother and child. For babies, breastfeeding increases resistance to infection and disease, reduces the likelihood of allergic diseases such as asthma and eczema, and is also associated with higher IQ scores'⁸. Studies from the United States highlight a link between breastfeeding and reduced childhood obesity⁹. In addition, 'mothers who breastfeed tend to experience a quicker recovery from childbirth and reduced risk of breast cancer before menopause'¹⁰.

As suggested by CPSU member comments thus far, the forced return to work had a number of consequences for women and their babies. First, for some it meant that they could not breastfeed their baby for as long as they would have otherwise preferred. CPSU women members indicated that their preference, where possible, to continue breastfeeding their baby until at least the recommended 6 months:

As mothers are encouraged to continue breastfeeding their children exclusively until 6 months of age, and not introduce any other foods until after 6 months of age, it would seem logical to have 6 months paid maternity leave at the minimum. More would be generous and gratefully received. Less would indicate that the workplace considered it appropriate for the mother to return to work before the baby was seen to be old enough to be introduced to any other foods. While expressing milk is possible, it is known to curtail the total time the child is breastfed.

I wanted to breast feed my child for at least 6 months and to do this I had to take more time off using my own leave. I am glad I took the time off, however now returning to work, I have to wait 12 months until I get my next lot of leave (annual leave).

I felt really depressed not breastfeeding my daughter until she was at least a year old!! For the first few weeks, my family member would come to work every three hours so I can breastfeed her but then after a while, it just became too much so I decided to put my daughter in child care at four months old.

⁷ Australian Social Trends 2007 – Cat No.4102.0, 2004-5.

⁸ National Health and Medical Research Council 2003, *Dietary Guidelines for Children and Adolescents in Australia, incorporating the Infant Feeding Guidelines for Health Workers*, Commonwealth of Australia, Canberra, quoted in Australian Social Trends 2007 – Cat No.4102.0, 2004-5.

⁹ National Institute of Child Health and Human Development (NICHD) study, 2001 <http://www.nichd.nih.gov/news/releases/news.cfm>.

¹⁰ Quoted in ABS Social Trends as coming from - National Health and Medical Research Council 2003, *Dietary Guidelines for Children and Adolescents in Australia, incorporating the Infant Feeding Guidelines for Health Workers*, Commonwealth of Australia, Canberra.

I really felt that children so young should spend as much time as possible with their mother and given the opportunity to be breast feed until 12 months of age, not 13 weeks or 26 weeks if taken at half pay. With having a mortgage and the increase costs in raising a child I was not in the position to say home without paid leave from employment.

Forty per cent of CPSU women members reported that the duration of paid maternity leave directly affected their health and the health of the baby. Some of the comments from our members included:

My baby suffered from colic and reflux when weaned. I suffered from several bouts of mastitis. I struggle to cope with sleepless nights and the demands of full time work. I am moody because I am constantly tired. I am not connecting emotionally with my baby like I was when I was able to be there all the time. My relationship with my partner is suffering because I have no time for him, am tired and am moody.

I returned to work when my baby was 5 months old - still feeding her. I had to express at work with no facilities available to me. I ended up with mastitis and was advised by Dr to stop feeding her all together. As a result she went straight to bottles and she ended up ill herself.

I was mentally- exhausted, heartbroken that I couldn't continue breastfeeding, guilt ridden over leaving my daughter in full time care at such a young age.

I feel guilty, went into depression and that affected my family life. My baby is 4 years old and I am still having depression medication.

Once I stopped breastfeeding & put baby in childcare as I returned back to work, baby got very sick during the next 6mths & I got in trouble at work for taking so many carer's days.

I chose to take half pay for six months however it was a real struggle financially after my pay ceased and we entered the leave without pay period. I found myself quite stressed about our finances which in turn caused my milk supply to reduce. This caused a domino effect on my baby's feeding & sleep patterns and overall growth and development, which spirals into a vicious cycle.

There were times when I became an emotional wreck because my daughter and I would not bond as well in the first few months because I had started her on formula to enable me to go back to work earlier. She was also becoming closer to the lady who was caring for her full time that at times when I would go to pick her up, she would cry. This upset me greatly and thought that going to work at such an early stage of her life was not worth all the bloody money in the world!! She would suffer from constipation and there were many sleepless nights that at one point I was ready to resign from work to look after my daughter.

[With] my first child ... I could only afford 3 months off. I actually went backwards financially by returning to work, due to the cost of transport. I did the 3 days Mon - Wed @ Brisbane Call Centre. I was completely exhausted after 4 - 6 mths

commuting & working in Brisbane Call centre and by the Thursday I found myself balling my eyes out from lack of sleep and exhaustion. I had no support. My baby would wake all night long - from being distressed to my absence from him when I had to work. He did not settle well at all. I made sure I did not make this mistake with my second baby. Being a mother is one of the most underestimated and I believe most important job in a woman's life.

As well as an impact on their relationship with their baby, many women reported that the duration of paid leave affected their relationship with their partner:

I would have liked to remain at home for at least 1 year. My baby went to day care at 6 months. It put extra stress on my relationship with my partner - we have now separated.

The more leave the better as it helps develop bonds between all the family members and take the strain off the working partner. I know my partner felt resentment at having the responsibility of the bulk of the financial burden falling on his shoulders.

The strain on our relationship increased amount of stress the baby was exposed to, financial and personal issues affected relationship and baby.

Working and being a parent to a young baby is exhausting. Being chronically tired all the time is not the best for relationships with partner and baby. You cope at the time but this is my opinion in retrospect.

Just 2.8 per cent of CPSU women who had a baby in the last five years felt that three months was sufficient paid time. 56% said 6 months would be sufficient; 8% said 9 months and 30% said 12 months would be the ideal duration of paid maternity leave.

Breastfeeding Facilities at Work

Despite the importance of breastfeeding and the desire expressed by numerous CPSU members to breastfeed their baby until at least 6 months of age, 208 women surveyed (or 1 in 5) returned to work before the baby was 6 months old.

Of these women, only 14 per cent reported that their employer provided a clean fridge to store the expressed milk. One CPSU member commented that:

Staff would complain about the small bag in the fridge holding the milk taking up too much room.

Just 12 per cent of the women who returned to work when their baby was under 6 months of age reported that their employer provided a clean, private space to express milk. Comments from members included:

I tried to continue breastfeeding at work, but found it difficult to defend my three 15 minute windows against meetings going over time, people popping in to seek advice, sudden unexpected deadlines etc. Sometimes the first aid rooms are full and by the time they are vacant my window of opportunity to express is gone, or I

have to attend a meeting somewhere that doesn't have facilities to express. I should be expressing 3 times a day. In practice, I often only do so once. Sometimes this causes me discomfort. It means the child care centre has to supplement my baby's diet with formula milk because I don't produce enough expressed breast milk.

[I have] no facilities at work, previously had to express in disabled toilets which customers used and toilet was always running, not very hygienic...

I breast fed happily and successfully while on maternity leave. Returning to work has adversely affected my ability to breast feed. Obviously the physical separation from the baby is an issue. Also, the ability to gain privacy at work to express milk is next to nil. While there is a 'sick room' allocated for this, it has inadequate facilities and I have had strangers burst in on me while expressing!

Such a short amount of time at home with my baby meant that I had to give up much sooner than I would have liked. There are no facilities at work for expressing and storing the milk.

I continued to breastfeed as long as I was at home with my son. I did not want the constraints of expressing milk to take to crèche at a time I was also getting a child organised for school and myself organised for work, so I discontinued breast feeding a few weeks before I returned to work. There are also no facilities at work to support expressing, unless you count the toilets.

Less than 7 per cent reported that their employer allowed them to express milk during working time, and even where time was provided women reported that it was virtually impossible to combine breastfeeding a young baby and work:

My child was demand feed and refused the bottle. I was forced to place my child in an unsatisfactory childcare centre placement because I was unable to get another one at the time I was due to return to work. I then had to use my lunch, morning tea and breastfeeding break to run 20 mins to feed my child twice a day until my child was able to go without. This placed me under enormous pressure and stress during an already very stressful time.

I work at a remote location in the bush and can't imagine how I would have been able to take time out to breastfeed when working more than 30 mins drive from town or even find the appropriate time or place express during the day.

I would have breastfed longer than I did had I had more paid leave. It was impossible to express milk at work as the nature of call centre work prevents me from having extended breaks to accommodate time to express milk.

The common comment was that women stopped breastfeeding when they returned to work because the lack of time and facilities made it too difficult. Often babies were weaned before returning to work to avoid having to express milk at work.

I weaned my daughter prior to returning to work but had I not had to return to work I would have fed her for longer.

I had to wean baby much earlier so that she could start day care as I often don't even get a lunch break let alone get to leave the building to go 20 mins away to feed.

I felt compelled to wean my son so that he could adjust to formula when he went into childcare before I return to work.

Both kids had to be fully weaned when I came back to work, as even though I had an electric breast pump, I could not be given breaks to use it.

Even when facilities were provided, CPSU members expressed concerns about the quality of milk and the amount of milk they were able to express in the time allowed.

Not enough time to express while at work (although facilities were provided by employer) so had to cut down on number of breastfeeds quicker than expected.

I returned to work when my daughter was 9 months old and continued to breastfeed which required me to express milk in all of my breaks which afforded less time for me to eat which in turn affected my milk supply.

If I were to return to work, I would not have been able to continue to breastfeed due to medical reasons. To facilitate lactation a mother needs to be relaxed, not pumping out what's there during a quick break which peers deem to be unnecessary, all whilst thinking about one's child in childcare.

The experiences of CPSU members suggest that for a mother to successfully breastfeed their baby for the first six months they need to be given that time away from work, on full pay.

Employer support of women on maternity leave

Paid parental leave is only part of the equation. CPSU members also noted that while that their employer was supportive of them taking leave (91%), two thirds (66.5%) of employers took no steps to keep them connected to the workplace while they were on leave. Some members' comments are below:

It came as a bit of a shock that my immediate supervisor changed and I did not become aware of it for approx 2 months. Having said that, I was not that proactive in maintaining contact either, but I do think that the organisation could have done more than send me a pay slip on a fortnightly basis.

I initiated any contact with work. I was also told that to stay in my substantive position I would need to return to work full time after maternity leave. As I had been working part time during my pregnancy for medical reasons, my supervisor made it clear that she only wanted someone to fill the position full time.

We were going through a huge roster redevelopment which would ultimately have a huge impact on my childcare arrangements. I was never consulted once to see what I would like in a new roster, and if anything, they have made it more difficult for me to return to work as they have omitted the only shift that I could sensibly work

and still have work/life balance. I am so unhappy with how they are treating me, I am looking for another job. And I'm not even back yet...

Yes I returned before I had planned to in order to secure a promotion I was offered on mat leave, if I didn't come back it would not have been guaranteed to me. Therefore I came back to work when my child was 5 mths of age, I would have preferred to wait a few more months...

Right to Return to Part Time Work

There is a need to improve the right of parents to return to work part time after a period of extended leave and the right to flexible family friendly work practices including the ability to work from home.

I would like it if employers were more positive on your return to work and didn't consider your requests to be part time as something they had to accommodate. But instead viewed your return to work and your willingness to try and combine working and parenting as a more positive step and you felt a valued employee. Instead of feeling like an employee who "has to be accommodated" without recognising that you have a lot of skills and experience and now an added maturity to offer to the workplace.

I have not yet returned to work. I am an EL1 and only comfortable to work 2 days a week (0.4). However, when I was negotiating to return to work at the beginning of 2007 my request for 0.4 would only have been approved for 6 weeks (until I found extra childcare). I have contacted several areas in my organisation to find out the availability of 0.4 at the EL1 level but have consistently told me there is no scope for 0.4 at the EL1 level. I appreciate that it may be difficult to find 0.4 at EL1 but know it is not impossible; one of my ex-colleagues worked 0.4 as an EL1 (with occasional EL2 HDA). I have also expressed my willingness to do some work from home, but this was not considered appropriate by my employer due to the length of time, and difficulty with assessing and setting up my home to meet privacy and OH&S provisions. When I was at work, I saw numerous staff at the EL1 level who could have used at least a couple of days support a week, which I could have provided... One of the main reasons my 0.4 was denied was because I would not be as productive as required, particularly as it would take me about a day to keep up with my emails/corporate information. ... I also discussed the possibility of voluntary demotion with our national HR section and was advised that should be my last resort due to the difficulties I would probably have in the future in working up to, and securing, and EL1 position again. I have now been put off voluntary demotion a bit, but it is not out of my sights.

The part time roles which women return to must be genuinely part time and comprise of work that values and enhances the skills of women. Comments from women members suggest that most often they are expected to work under an excessive workload on their return to work, are overloaded with mundane tasks and denied promotion opportunities:

When I first came back after my second child I was tired from feeding during the night. I also came back part-time but was expected to complete a full complement

of weeks work. Often my equal counterpart, who was fulltime achieved the same targets but of course there was no recognition for me with my reduced pay.

I returned to work part-time when my daughter was 5.5 months. She went to childcare three days per week, and for the first three months I needed to take 1-2 days of work per week to look after her. My work was never allocated to anyone when I had time off, and I struggled to complete my three days of work in one day, over the first 12 months of my baby's life.

Mother's returning to work part time after mat leave get really boring work. It is hard to demonstrate the ability your capabilities if your work gets whipped out of your hands into someone else's the minute it starts to get interesting. This is a real problem if you have performance based pay or are seeking a higher position. This limits opportunities for women with aspirations to higher levels and may answer the question of why there are few women in higher management positions.

The part time status as a result of having children (and I am talking a 4 day week) has disadvantaged me in relation to opportunities for mobility and for acting at a higher level. I was chosen for a position that was suddenly no longer offered when I informed them that I did not work Fridays and was told that the position required a full time person. I was told by my Branch Manager that I could not act at a higher level while I was part time.

I feel that my career has been penalised for taking the time off and then opting to come back 3 days a week. I have been told that I would not be successfully promoted to the next APS level while part time or for another 5 years (although I am rated as highly effective in my role).

I do think that parental leave is only one aspect of a much broader problem. There is very little incentive for women to return to work after the birth of a child when there are few promotion opportunities for part time women (and my employer is very supportive of part time work compared to others I am aware of). There needs to be an acknowledgement of the importance of mothering beyond birth and the first 12 months and there needs to be strategies to engage women in more family friendly work.

Paid maternity leave is essential to allowing working women to continue to participate in the workforce but it is just part of the story. Access to "real" part time employment on return from maternity or parental leave (for men and women) and appropriate levels of carers leave are also vital to provide the support for families with young children. The first 12 months of a child's life are demanding but it doesn't end there and many families practically cannot manage to have both parents in full time paid work after maternity leave nor can they afford to have both parents out of the workforce on an indefinite basis. Our community cannot afford to have women "economically sterile" or "fertile and underemployed" in an aging economy.

There was some evidence provided by women who had a positive experience returning to work part time after a period of extended leave, suggesting that it is possible to actively engage a women in meaningful part time work post-maternity leave. However it does seem from both the comments above and below that the significant factor to a successful

transition back to work is the approach of senior management. As one CPSU member commented:

What was most useful was my directors active support of me on my return to work organising a job share to enable part time hours (2 days a week) and her ability to actually measure output not hours (which I think is a rare skill) along with being in a section with a lot of interesting work and a culture where everyone worked hard but did not make a virtue of long hours. Also my partner being a public servant was able to work part time to share the care of our son.

Family Friendly Work Practices

It is clear that there needs to be cultural change among the Australian workforce so that family friendly work practices become a right rather than an entitlement which is difficult to access:

I am a strong believer in maternity leave and am fortunate in that I work for the Public Service which has paid maternity leave. I do however believe that with the childcare crisis, workplaces need to become more flexible to part-time, job sharing and working from home to enable women to be with their babies for longer whilst being able to work to continue to pay bills, mortgage etc. I think that Agencies talk about modern workplace practices but they are not often broadly implemented.

Need for good quality, affordable childcare

A common concern for CPSU women was the lack of good quality, affordable childcare. There needs to be a national review of childcare funding and an audit of the quality of care. The CPSU welcomes initiatives of the Rudd Labor Government such as the announcement in the 2008/9 Budget increasing the Child Care Benefit and the Child Care Tax Rebate and other steps to improve early childhood learning, but suggests that more needs to be done. Among other things, CPSU members expressed concern that the availability of childcare the timing of their return to work, some of their comments are below:

I had to extend my leave due to difficulty in obtaining suitable childcare. (I was on 9 waiting lists and could only get 2 out of the 3 days I required at that time.) I also delayed my return to full time work due to difficulties accessing suitable childcare.

I took all of my paid mat leave and some rec leave, however had to return earlier than I would have liked due to lack of child care options. I would have liked to spend more time off with my newborn, however if I did not take the child care place when it was offered, I could have been left without a place when I was ready to return. Financial pressures also played heavily on my decision to return when I did.

In the absence of family willing and able to assist, quality child care this is extremely difficult to secure - having put my name on a waiting list at 4 suitable child care centres when only 3 month's pregnant, by the time my baby was 8 months old I still did not have a place at day care and had to engage a private nanny in order to return to work.

Employer advantages of 26 weeks paid maternity leave

In a 2002 report, the Equal Opportunity for Women in the Workplace Agency (EOWA) concluded that 'paid maternity leave is increasingly seen by employers to benefit their organisation by:

- Increasing the number of employees returning to work after maternity leave;
- Reducing recruitment and training costs;
- Improving staff morale and productivity;
- Providing a cost-effective means of retaining skilled staff; and
- Improving organisational efficiency through the benefits of long service, eg, institutional memory, industry knowledge, networks and contacts'¹¹.

At present, the public sector is in a battle for talent, but is losing the war. A recent ANAO Report concluded that 'recruitment remains an ongoing challenge for APS agencies. ...The current tight labour market conditions make it difficult to attract sufficient skilled staff, and ...many positions remain unfilled. ...Direct APS recruitment costs were estimated to total around \$370 million in 2006–07'.

Put simply, over the last 30 years the APS has lost its edge as an employer of choice and its competitors are luring the best and brightest staff by providing better pay and more support for women who have children. This is despite women comprising 57% of APS employment (State of Service Report) and predictions that by 2035, women will comprise 75% of APS employment¹². Many universities for example, with whom the APS directly competes for labour, have long provided for up to twelve months paid leave. Since 2005, the Australian Catholic University has paid its women staff 12 weeks leave at full pay and a further 40 weeks on 0.6 pay. To remain in the race for talent the APS must again take the lead in the provision of truly flexible working arrangements, including 6 months paid maternity leave.

The times have changed. Many women earn more and/or have more secure employment than their partners. Therefore maternity leave provisions are having a significant impact on families. It is high time both employers and Governments understood the brain drain, loss of experience and expertise for them, when they provide insufficient financial and other support for women who choose to have children. With the incredibly high cost of child care women are placed in an unenviable position which is having a detrimental effect on Australian society long-term.

International entitlement to paid leave

Many countries have long recognised the need to support mothers and families through a maternity leave payment. A brief review of entitlements world-wide was undertaken using the ILO Maternity Protection Database. Interestingly, a large proportion of the countries examined provided for more than 14 weeks paid leave and most often maternity leave was at replacement wages, and funded from a national social security/insurance scheme. In a

¹¹ http://www.eowa.gov.au/Developing_a_Workplace_Program/Employment_Matter_Resources/EM_5_Resources/_Paid_Parental_Leave/EOWA_Business_Case_For_Paid_Maternity_Leave_-_Word_2000.doc

¹² Shergold P (2005) 'The Australian Public Service in 2035: Back to the Future' See http://epress.anu.edu.au/public_sector/mobile_devices/ch11s05.html, accessed 21/2/2008

number of countries additional leave was available for multiple births, complications and illness following pregnancy and some women were entitled to an increasing number of weeks of paid leave for their second, third and subsequent children. A summary of the duration, amount and source of entitlements is below¹³:

- **Sweden** - Parental benefits are paid for 480 calendar days as a total for both parents. If the parents have been insured for at least 240 consecutive days, 80 per cent of earnings are paid for a total of 390 calendar days for both parents if they have joint custody of the child, and 60 SEK per day for the remaining period of 90 calendar days¹⁴. Payable from social insurance funds.
- **Croatia** – 12 months paid leave. First 6 months at an amount of 100 per cent of the base. This is paid from the Croatian Health Insurance Fund. The maternity benefit for the rest of the maternity leave period (until the child reaches one year of age) is paid at a level determined by the Act on the Execution of the State Budget.
- **United Kingdom** - Statutory maternity pay shall be payable for 39 weeks. First 6 weeks is paid at 100% and remainder at whichever is the lower of 90% of a woman's normal weekly earnings for the period of 8 weeks immediately preceding the 14th week before the expected week of confinement. The employer can recover 92% of the payments from public funds.
- **Finland** – 21 weeks at 70% of salary funded by social insurance system.
- **Russia** – 20 weeks at 100% of the average wage. An additional benefit (20 per cent of the minimum wage) is paid to women who are registered in a medical institution before the 12th week of pregnancy. Payable from the Federation budget.
- **Estonia** – 20 weeks or 22 weeks if complications. 100% of salary funded by the Estonian Health Insurance Fund.
- **Thailand** - The employer pays the employee's wages for 45 days. The Social Security Fund pays a maternity allowance at a rate of 50 per cent of wages for 90 days.
- **Belarus** – 18 weeks at 100 per cent of the average salary and not less than two times the minimum wage for employed women. Paid from State social security.
- **Chile** – 18 weeks at 100% of the average income of the three months immediately preceding confinement. Paid from social security.
- **Cuba** – 18 weeks at 100% of the average weekly income received in the 12 months immediately preceding, payable for the whole maternity leave period. Paid from social security.
- **Uzbekistan** – 18 weeks at 100% funded by the State social insurance scheme.
- **Lithuania** -18 weeks at 100% of salary funded from social insurance.
- **Republic of Moldova** – 18 weeks at 100% of the average wage over the last 6 months. Paid from State social insurance.
- **Romania** – 18 weeks at 85% of the average wage over the last 10 months, paid integrally from the state social insurance budget.
- **Ireland** – 18 weeks at 70% of the average amount of weekly earnings paid from the Social Insurance Fund.

¹³ Summary is derived from the ILO Maternity Protection Database. The information is current at 2006. <http://www.ilo.org/travail/database/servlet/maternityprotection>

¹⁴ If the parents do not fulfil the conditions required for receiving 80 per cent of earnings, they receive the basic level of cash benefits (180 SEK a day in 2004) for 390 calendar days and 60 SEK per day for the remaining period of 90 calendar days. Payment of benefits (and leave) is extended by 180 calendar days (90 days at a rate of 80 per cent of earnings and 90 days at a flat rate of 60 SEK per day) for each additional child in the event of multiple births.

- **South Africa** – 17.32 weeks (maximum) at 60 per cent of remuneration. Funded from the Unemployment Insurance Fund.
- **Poland** - 16 weeks for the first child at 100% of average monthly remuneration paid for 12 calendar months. Paid by social insurance.
- **Latvia** – 16 weeks at 100% of salary. Funded from State Social Insurance scheme.
- **France** – 16 weeks at 100% of daily wages calculated on the basis of the three preceding monthly wages. Funded by social security.
- **Mongolia** – 16 weeks at 70 per cent of the average salary over the preceding 12 months, or comparable income. These benefits shall be paid from the social insurance fund.
- **Slovenia** – 15 weeks at 100% of income, financed by the State.
- **Belgium** - 15 weeks at 82% of gross salary for employed women (no ceiling) for the first 30 days, and 75%, up to a ceiling for the remaining period. Funded from social security.
- **Guinea** - 14 weeks and any extensions thereof, at 100 per cent of the daily wage received on the last pay day. 50 per cent shall be paid by the employer while the other 50 per cent by the Social Security Fund.
- **Mauritania** - 14 weeks and any extensions thereof, at 100 per cent of the average daily wage computed on the basis of earnings during the previous 90 days. Funded by social security fund.
- **Panama** – 14 weeks at 100% of average weekly salary for the duration of normal maternity leave. Paid from social security fund.
- **Senegal** - 14 weeks, paid 100% of the daily wage received on the last pay day. Paid from the social security fund.
- **Japan** – 98 days at 60% of the standard monthly remuneration. In addition the scheme also provides a lump-sum birth and nursing grant of 300,000 Yen. Paid from social security or employer's insurance fund.
- **Egypt** – 90 days at 100% of salary funded jointly by the employer and social security.
- **Peru** – 90 days at 100% of the average daily wage for the four months preceding the start of benefit. Paid by social security.
- **Korea** – 90 days at 100% of salary - 60 days paid by employer and 30 days by government.
- **Dominican Republic** – 12 weeks paid at 100% of salary. 50 per cent by the employer and the remaining 50 per cent by the Dominican Social Security Institute.
- **Guatemala** – 12 weeks at 100% of income for the period of leave. The Guatemalan Social Security Institute covers two thirds of the basic salary and the employer covers the remaining third. Where a woman is not entitled to Social Security benefits, the employer shall cover the full cost.
- **Honduras** – 12 weeks at 100% of salary. The Honduran Social Security Institute shall cover two thirds of the benefit and the employer shall cover the remaining third. Where the Honduran Social Security Institute is not required to grant a maternity allowance, the entire sum shall be paid by the employer.
- **Indonesia** – 3 months at 100% of salary paid for by the employer.
- **Philippines** - Sixty days, extended by 18 days in the event of caesarean section at 100% paid by employers who are reimbursed by social security system.
- **Grenada** – 12 weeks at 60 per cent of salary (social security) and 2 months at 40 per cent (employer funded).

Final Comments

The summary of entitlements above confirms that many countries have recognised that 12-14 weeks paid leave is not a sufficient period away from work for the health of mothers and babies. These countries also recognise that financial pressures faced by families are such that time away from work must be compensated at replacement wages rather than a minimum wage. Women in the Commonwealth Public Service have had a statutory entitlement to 12 weeks paid maternity leave since the enactment of the *Maternity Leave (Commonwealth Employees) Act 1973*. In some cases the duration of this paid leave has been extended through collective bargaining. CPSU women members working in the private sector have fought hard to gain an average of 12-14 weeks paid leave from their employers. The survey of our members and the evidence presented by them at the Productivity Commission hearings very clearly demonstrates that this average entitlement of 12-14 weeks paid leave is not enough and due to financial pressures, if women cannot extend their leave by using accrued annual and long service leave, many return to work before their baby is 6 months old. This is not in the best interests of the child or the mother.

In 2008/9, the Rudd Labor Government has an opportunity to *properly address* the issue of paid parental leave. The CPSU calls for the Rudd Labor Government to implement a scheme which gives women 26 weeks paid leave after the birth of their baby at replacement wages plus superannuation. While we believe that 26 weeks is a realistic claim for 2008/9, the CPSU also supports the Sex Discrimination Commissioner's longer term objective of a national paid parental leave scheme of one year's duration¹⁵.

The final word is left to a CPSU member who lamented:

I think it is time to face facts. For the population of Australia to increase, to provide for the ageing populace, the Government is going to have to step up and give greater assistance to help working families to have children and return to work comfortably. We shouldn't have to save our forms of leave, to the detriment of our health while we don't take those holidays. We shouldn't have to return to work because we can't afford to live on one income. We should not be forced into early childcare, which is expensive, so that we can go back to work. Come on Australia, other countries successfully pay their mum's 6-12 months maternity leave, why can't it be done here?

¹⁵ http://www.hreoc.gov.au/legal/submissions/2008/paid_maternity_leave_20080520.html

Attachment 1: CPSU Survey Results**Number of weeks paid maternity leave taken**

	Frequency	Percent
No weeks paid	48	4.6
12 weeks paid	596	57.4
13 weeks paid	54	5.2
14 weeks paid	133	12.8
15 or more weeks paid	207	19.9
Total	1038	100.0

Number of weeks annual leave taken

	Frequency	Percent
No annual leave taken	32	15.6
Less than 12 weeks	128	62.4
12 weeks taken	18	8.8
13 weeks taken	3	1.5
14 weeks taken	2	1.0
More than 15 weeks	22	10.7
Total	205	100.0

Other types of leave taken

	Frequency	Percent
Long service leave	214	19.6
Flex leave	9	.8
Purchased leave	28	2.6
No response	843	77.1
Total	1094	100.0

Number of weeks unpaid leave taken

	Frequency	Percent
No unpaid leave taken	207	21.8
Less than 12 weeks	156	16.5
12 weeks taken	81	8.5
13 weeks taken	7	.7
14 weeks taken	18	1.9
More than 15 weeks	479	50.5
Total	948	100.0

Total number of weeks paid and unpaid leave

	Frequency	Percent
Less than 3 months	44	4.0
Between 3 and 6 months	164	15.1
Between 6 and 9 months	221	20.3
Between 9 and 12 months	217	20.0
12 months	195	17.9
More than 12 months	246	22.6
Total	1087	100.0

Did availability of paid maternity leave affect time taken off work

	Frequency	Percent
Yes	837	76.7
No	254	23.3
Total	1091	100.0

Did your partner take paid or unpaid leave?

	Frequency	Percent
Yes	603	55.4
No	486	44.6
Total	1089	100.0

Number of weeks paid leave taken by partner

	Frequency	Percent
No time taken off	186	35.3
1-2 weeks taken off	286	54.3
3-4 weeks taken off	34	6.5
5-6 weeks taken off	12	2.3
7-8 weeks taken off	3	.6
More than 8 weeks taken off	6	1.1
Total	527	100.0

Number of weeks of unpaid leave taken by partner

	Frequency	Percent
No time taken off	247	62.4
1-2 weeks taken off	81	20.5
3-4 weeks taken off	36	9.1

5-6 weeks taken off	5	1.3
7-8 weeks taken off	8	2.0
More than 8 weeks taken off	19	4.8
Total	396	100.0

Number of weeks of annual leave taken by partner

	Frequency	Percent
No time taken off	139	27.7
1-2 weeks taken off	200	39.9
3-4 weeks taken off	111	22.2
5-6 weeks taken off	32	6.4
7-8 weeks taken off	7	1.4
More than 8 weeks taken off	12	2.4
Total	501	100.0

Total weeks taken by partner

	Frequency	Percent
No weeks taken	54	4.9
1 week taken	554	50.6
2 weeks taken	20	1.8
3 weeks taken	17	1.6
4 weeks taken	12	1.1
Between 5 and 6 weeks taken	6	.5
6 or more weeks taken	431	39.4
Total	1094	100.0

Was your employer supportive about you taking leave?

	Frequency	Percent
Yes	985	90.7
No	101	9.3
Total	1086	100.0

Did you appreciate the steps taken by your employer to keep you connected to the workplace?

	Frequency	Percent
Yes	303	30.9
No	26	2.7

My employer didn't take any steps	652	66.5
Total	981	100.0

Of the 208 women who returned to work before the baby was 6 months old:

Did your employer provide a clean fridge?

	Frequency	Percent
Yes	30	14.4
No	178	85.6
Total	208	100.0

Did your employer provide a private space to express?

	Frequency	Percent
Yes	25	12.0
No	183	88.0
Total	208	100.0

Did your employer provide paid time to express?

	Frequency	Percent
Yes	14	6.7
No	194	93.3
Total	208	100.0

Did your employer provide unpaid time to express?

	Frequency	Percent
Yes	8	3.8
No	200	96.2
Total	208	100.0

Of all survey respondents:

Before going on maternity leave I was employed:

	Frequency	Percent
Full time	878	80.7
Part time	201	18.5
Casual	9	.8
Total	1088	100.0

When you returned to work did you return to

	Frequency	Percent
Same position	663	61.3
Different position at the same level	314	29.0
Higher level position	51	4.7
Lower level position	53	4.9
Total	1081	100.0

When you returned to work were you working:

	Frequency	Percent
Same hours as before	346	32.0
Less hours than before	701	64.8
More hours than before	34	3.1
Total	1081	100.0

What would be a sufficient amount of paid leave?

	Frequency	Percent
3 months or less	23	2.8
Between 3 and 6 months	20	2.4
6 months	468	56.0
9 months	64	7.7
12 months	253	30.3
More than 12 months	8	1.0
Total	836	100.0

Attachment 2: Summary of Parental Leave Entitlements in a Sample of Collective Agreements to which the CPSU is Party.

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Civil Aviation Safety Authority	12 weeks	0	0	0 (In certain circumstances up to 6 weeks paid leave may be approved, those circumstances are: a) the employee has suddenly assumed guardianship of a child or children following a traumatic incident; and (b) the adoption involves significant costs such as travel costs.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Office of the Official Secretary of the Governor General	12 weeks (24 at half pay)	5 days (Within 12 months of the birth of a child or the adoption of a child a maximum of 5 days paid Paternity Leave in a calendar year.)	0	12 weeks (The Official Secretary may approve Adoption Leave to employees with more than 12 months of continuous Commonwealth service where the employee will be the primary care giver of an adopted child under 5 years of age.)	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. An employee is not entitled to Personal Leave with pay for any period when the employee is entitled to leave with pay under the Maternity Leave (Commonwealth Employees) Act 1973. Employees returning to work after Maternity Leave and/or Parental Leave are eligible for part-time work for a period of up to one year from the date of the birth. Same applies for employees returning from Adoption Leave, up to one year after the placement.

CPSU Submission to the Productivity Commission Inquiry into Paid Maternity, Paternity and Parental Leave

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Transaction Reports and Analysis Centre	14 weeks (28 at half pay)	Up to a maximum of 5 days personal leave may also be utilised by a parent not subject to Maternity Leave for the purposes of caring for their newborn, adopted or foster child.	See Paternity leave	See Paternity leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. An employee returning from a period of maternity leave will be offered a role which has a work value not lower than that in place prior to the commencement of maternity leave.
Network Ten	6 weeks		1 week	0	12 months	Paid Maternity Leave will only be paid where the Employee confirms in writing in advance that she intends to return to work for at least 12 months after all forms of Maternity Leave have been exhausted. Medical certificates and Statutory Declarations must be produced
Reach Global Services Ltd	12 weeks	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.
CSIRO	14 weeks (28 at half pay)	is covered by parental leave	4 weeks (On the completion of 12 months service) or 1 week (less than 12 months service). Available only for a period of 18 weeks following the event i.e. Birth/Adoption	Is covered by Parental Leave	12 months for parental leave	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
ComSuper	12 weeks (24 half pay)	0	0	12 weeks (Child aged under 12 months) 6 weeks child aged 12months to 2 years). Available on completion of 12 months service. Less than 12 months the leave is pro rata. Must be the primary care giver. Leave may be taken at half pay.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. An employee is unable to access paid Sick Leave while on paid Maternity Leave. Full time employees on mandatory Maternity Leave during the period of the Christmas Closedown will be credited with an additional 15 hours flex credit on completion of the leave.
Geoscience Australia	14 weeks (28 half pay)	2 weeks	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. An employee is not entitled to Personal Leave while on the mandatory period of Maternity Leave. Employees returning to work after Maternity Leave are eligible for part-time work for a period of up to 18 months after return from work
Department of Parliamentary Services	12 weeks (24 half pay) and additional 2 weeks to be taken before the child turns 2.	0	0	8 weeks (from adoption date)	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. An employee is not entitled to Personal Leave while on the mandatory period of Maternity Leave.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Parliamentary Security Service	12 weeks (24 half pay) and additional 2 weeks to be taken before the child turns 2.	0	Up To 5 days personal leave may be used following the birth/adoption of a child	8 weeks (from adoption date)	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. An employee is not entitled to Personal Leave while on the mandatory period of Maternity Leave.
Australian Centre for International Agricultural Research (ACIAR)	12 weeks		Information on parental leave, including additional paid leave benefits for employees adopting a child, is in Chapter 5 of the HR Manual.		12 months	The entitlement to Maternity Leave is provided under the Maternity Leave (Commonwealth Employees) Act 1973. Additional information on Maternity Leave is in Chapter 5 of the HR Manual.
Federal Court of Australia	12 weeks (24 half pay) and an additional 2 weeks of post maternity leave, which also can be taken at half pay.		Parental leave to a maximum of five days with pay associated with birth or adoption, where there is no entitlement to paid maternity leave	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only a max 14 weeks count as service. Employees returning to work after Maternity Leave are eligible for paid part time work for up to two years from the date of the birth or, in the case of adoption, from the date of the placement of the child.
Australian Institute of Health and Welfare	12 weeks	1 week	0	12 weeks if primary carer (same restrictions as Maternity Leave), from 1 week before placement of child	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Sick Leave is not accessible if on any forms of other leave Employees returning directly from Maternity and/or Parental Leave will be provided with access to regular part-time work upon application.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
National Museum of Australia	12 weeks and an additional 1 week (Total 13 weeks)	15 Days (3 weeks) An ongoing employee, other than an employee entitled to paid leave under the Maternity Leave Act, shall be entitled to 15 working days paternity or adoption leave with pay.	See Paternity Leave Parental leave under this provision must be used within 24 months of the birth of the child. The paid portion of the leave may be taken on half pay (i.e. six weeks' half pay).	See Paternity Leave Leave for an adoptive parent must be used within 12 months from the date one week before the date of placement of a child who has not previously lived with the employee for a continuous period of six months or more.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only a max 13 weeks count as service. During the period of leave under the Maternity Leave Act, an employee may access their annual leave credits at half-pay. This entitlement will not extend the total period of paid or unpaid leave under the Maternity Leave Act. Entitlements under the Paternity Leave provision will also be available: - as maternity leave for ongoing employees with less than twelve months' service - to non-ongoing employees, on the basis of five working days to be available after completion of each three calendar months service, to the maximum of 15 working days after nine months service. Managers will agree to requests for regular part-time work from employees returning from maternity or parental leave for a period of up to two years from the date of return from leave
National Gallery of Australia	14 weeks (28 half pay)	2 weeks		12 weeks for child under 12 months or 4 weeks for a child aged 12 months to 5 years Must have 12 months continuous service		In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. Employees returning to work from Maternity Leave may elect to work part-time for a period of up to two years and such requests will not be disallowed.
Aboriginal Legal Services of Western Australia	14 weeks	0	0	14 weeks,	12 months	6 weeks maternity leave must be taken prior to the birth.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
National Capital Authority	13 weeks (26 half pay)	0	1 week, where not entitled to maternity leave. Must be used after the birth of the child of within six months of the adoption date.	12 weeks for a child under 5 years Must be used within 6 months of the adoption or the expected date of the adoption.		In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 13 weeks count as service. An employee returning to work following a period of maternity leave is entitled to work part-time for up to 12 months.
ACTEW AGL	14 weeks (28 half pay)	1 week, can be taken the week before the birth or any time 12 months after the birth	0	0	12 months	6 weeks maternity leave must be taken prior to the birth, unless a medical certificate is produced. Following leave employee is entitled to the same job, if that job no longer exist they are entitled to a job at the same pay/skill level Any period of paid leave shall be counted as continuous service
Ecowise	14 weeks (28 half pay)	1 week, can be taken the week before the birth or any time 12 months after the birth	0	0	12 months	Following leave employee is entitled to the same job, if that job no longer exist they are entitled to a job at the same pay/skill level Any period of paid leave shall be counted as continuous service
Telstra	12 weeks	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Employee is entitled to return to a position of equal pay and skill level as before the leave was taken

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Film Commission - Including Screensound	14 weeks (28 half pay)	See parental and adoption leave	<p>14 weeks (see Adoption Leave for other entitlements)</p> <p>After the birth or adoption of a child provided that they are the primary carer of the child and that such leave does not extend more than 12 months after the birth or adoption of the child. This entitlement is reduced by any period of paid maternity leave taken by the employee or the employee's partner and will not be taken concurrently with that maternity leave.</p>	<p>2 weeks (See parental leave for other entitlements)</p> <p>Where an employee's partner (including same sex partner) adopts or gives birth to a child the employee will be eligible for 10 days' paid leave (2 weeks) this can be converted to half pay.</p>	12 months	<p>In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Where the employees or their partner (including same sex partner) fosters a child, the employee will be eligible for up to 10 days' (2 weeks paid leave) provided that:</p> <ul style="list-style-type: none"> - the employee or their partner are the primary carer of the foster child, and are entering into a foster arrangement for a minimum of 12 months; and - the employees' eligibility will be reduced by any period of paid leave taken for fosters by their partner

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Office of the Commonwealth Ombudsman	14 weeks	0	Fathers or partners on the birth of child are limited to 5 days' personal leave, not additional to the 20 days entitled	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.
Indigenous Land Corporation	12 weeks (24 half pay)	See parental leave	Leave for a non-primary care giver in association with the birth, adoption or fostering of a child can be approved for a maximum period of 2 weeks and will be taken from personal leave credits.	See parental leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. Upon returning from maternity leave employees are entitled to apply for part-time work.
Department of Family & Community Services and Indigenous Affairs (FACSIA)	12 weeks (24 half pay)	0	0	The Secretary may, in accordance with the FaCS Leave Guide, grant an employee up to 12 weeks leave with or without pay on receipt of documentary evidence of approval for adoption. Paid adoptive leave is available to employees with more than 12 months of service.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. An employee returning to duty from maternity leave will have access to part time employment for up to two years

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of Employment and Workplace Relations (DEWR)	12 weeks (24 half pay) and an additional 2 weeks of maternal leave, which can be taken at half	0	0	2 weeks Non-gender specific and available after 12 months service. The leave can be taken one week prior to adoption and up to 6 months after.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. Employees eligible for or returning directly from parental leave will, on application, be provided with access to regular part-time work for 18 months initially.
Airservices Australia	12 weeks (24 half pay)	0	0	12 weeks if; i. You are adopting a child under the age of five years who is not a child or step-child of you or your partner; ii. You have at least twelve (12) months continuous service with us; and iii. You are the child's primary caregiver.	12 Months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service You are required to absent yourself from work for a period commencing six weeks before the expected date of birth of your child and six weeks after the actual date of your child's birth, unless a shorter period is agreed on advice from your medical practitioner. If you accrue sick leave (i.e. casual employees excluded) you are eligible for parental leave.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Tourism Australia	12 weeks (24 half pay)	12 weeks (24 half pay) If primary care giver and after 12 months service. Amount will be reduced by any paid leave taken by employees' partner.	If the employee' partner gives birth or adopts or fosters a child. The use of personal leave for this purpose is limited to 5 days on each occasion. If an employee has another child which is less then primary school age, an additional 5 days may be taken to care for that child when the employees' partner is giving birth.	12 weeks (24 half pay) After 12 months service and the amount will be reduced by any paid leave taken by the employees' partner	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. The paid will be reduced by any paid paternity leave taken by the employees' partner in relation to the same child. Only 12 weeks count as service
Special Broadcasting Service (SBS)	12 weeks (24 half pay)	0	1 week (spouse/partner leave.) To be taken at the time of the birth.	6 weeks If to be the primary caregiver, to be taken at the time the child is received. Also includes fostering.	12 months	The paid leave should commence 6 weeks before the expected birth and finish 6 weeks after the birth, unless medical evidence is provided.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Migration Review Tribunal and Refugee Review tribunal	14 weeks (28 half pay)	See Parental Leave	3 weeks Will be granted to employees with 12 months service following the birth, adoption or fostering of a child.	See Parental Leave	12 month	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. On returning from leave and employee has the right to return to the same position or a position of equal pay and skill level.
Australian Fisheries Management Authority	12 weeks (24 half pay)	0	Refers to the conditions policy	Refers to the conditions policy	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Medicare Australia	12 weeks (24 half pay)	0	0	6 weeks 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. 6 weeks maternity leave must be taken prior to the birth, unless a medical certificate is produced.
Commonwealth Rehabilitation Service (CRS)	12 weeks (24 half pay)	See Parental Leave	Non-primary care giver will be entitled to use up days of personal leave within one month of the birth or adoption of a child.	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. CRS employees returning from maternity leave may apply for a graduated return to work (GRTW) to facilitate their transition back into the workplace. Access to a GRTW ceases on the second anniversary of the child's birth.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Government Solicitor	12 weeks	See Parental Leave	May use 5 days personal leave following the birth of adoption of a child.	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Australian Maritime College	14 weeks (28 half pay)	See Parental Leave	2 weeks Following the birth, adoption or long term fostering of a child with 12 months service	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.
Human Rights and Equal Opportunity Commission	14 weeks (28 half pay)	See Parental Leave	4 weeks Following the birth, adopting or long-term fostering of a child.	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service
Department of Veterans' Affairs	12 weeks (24 half pay)	See Parental Leave	Employees may also access up to two weeks full pay personal leave for maternity, or adoption purposes, and up to two weeks for parental purposes, in accordance with the personal leave provisions of this Agreement.	12 weeks If primary caregiver, in the 12 months following the adoption	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of the House of Representatives	14 weeks (28 half pay)	10 days (2 weeks) For staff to attend to requirements associated with the birth or adoption of their child.		Adoption leave is non-gender specific and the entitlement will be the same as the entitlement to paid maternity leave under the Maternity Leave (Commonwealth Employees) Act 1973 and sub-clause 34.6.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.
Hobart International Airport	12 weeks	0	0	0	12 months	Employment in the following areas shall count as qualifying service for paid maternity leave: <ul style="list-style-type: none"> - Employment with HIAPL - Those previously employed by the Federal Airports Corporation - Under the Public Service Act - With a Statutory Authority - With an Authority established for a public purpose by a Commonwealth statute - Eligible Commonwealth employment or eligible public employment
Bureau of Meteorology	14 weeks (28 half pay)	0	0	14 weeks For the primary care-giver of a child 5 years aged 5 years or younger. 12 months service required	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service Given access to part-time work on return from leave. Access will provided to additional paid leave to allow the employee to attend medical appointments related to the pregnancy.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Nuclear Science and Technology Organisation	14 weeks (28 half pay)	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service Be able to access part-time work on return from leave.
Centrelink	12 weeks (24 half pay)	See Parental Leave	2 weeks Of personal leave may be taken as parental leave if employee is the father or taking parental responsibility of a partner's child. Can be taken 1 week prior to the birth and up to 6 months after.	12 weeks For the primary caregiver with 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
National Centre for Vocational Educational Research	12 weeks	1 week Within 3 months of the birth/adoption	0	12 weeks For a child under 5, with 12 months service	12 months	Required absence 6 weeks before birth and 6 after birth, unless medical certificated is produced.

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of Education, Science and Training	14 weeks (28 half pay) 2 weeks are maternal leave	1 week (2 half pay) To be taken immediately following the birth or adoption	6 weeks Primary Carer Leave: An employee, other than the mother, who becomes the primary care giver of a new born baby, will be entitled to 6 weeks paid leave.	6 weeks For the primary caregiver	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service
Australian Institute of Family Studies	14 weeks (28 half pay)	See Parental Leave	6 weeks (12 half pay) Personal leave for a non-primary care giver in association with the birth, adoption or fostering of a child may be approved for a maximum period of 6 weeks, subject to the accrual of sufficient personal leave credit to cover the absence.	14 weeks For primary care giver with 12 months service. Can be taken from 1 week before the placements. Also, see Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service Be able to access part-time work on return from leave for up to 2 years.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Bureau of Statistics	14 weeks (28 half pay)	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service
Westralia Airports Corporation	12 weeks	0	0	0	12 months	In accordance with the Airport Employees Award
Australian Maritime Safety Authority	12 weeks	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.
Australia Council	14 weeks (28 half pay)	0	An employee not eligible for Maternity Leave is entitled to, subject to available personal leave credits; 2 weeks paid personal Leave on the birth or adoption of a child.	14 weeks (28 half pay) For the primary care giver with 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Equal Opportunity for Women in the Workplace	14 weeks (28 half pay)	Employees whose partner has given birth may access 10 days (2 weeks) personal leave within 5 weeks of the birth	12 weeks To the primary care giver with 12 months service. Following the birth, adoption or long-term fostering of a child	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. Will be provided access to part-time work on return from maternity leave.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Office of the Federal Privacy Commissioner	14 weeks (28 half pay)	0	4 weeks Following the birth adoption or long-term fostering of a child. Not available to employees covered by the Maternity Leave provisions	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Australian Broadcasting Corporation	12 weeks (24 half pay)	0	An employee whose spouse or partner gives birth may use up to 10 days of their personal leave for caring purposes.	6 weeks For primary carer with 12 months service. Taken from placement date.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. Right of return to same position or a position at level
Pfizer Parkville	12 weeks (24 half pay)	3 days	0	0	12 months	Medical certificates must be produced. Access to part-time work on return from maternity leave

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Northern Land Council	12 weeks	See Parental Leave	<p>1 week (2 half pay)</p> <p>For full-time, part-time and Eligible Casual employees with 12 months service to:</p> <p>(a) to attend the birth of their child, or their partner's child, and provide support and care to the mother in the period after the birth;</p> <p>(b) to give birth and recover from the birth where the employee is not eligible for paid maternity leave</p>	<p>6 weeks</p> <p>For primary care giver with 12 months service, for a child under 5 years</p>	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.
Australian National Audit Office	<p>12 weeks (24 half pay) plus an additional 3 weeks (6 half pay).</p> <p>15 weeks (30 half pay) - Total</p>	0	0	0	12 months	<p>In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.</p> <p>Only 15 weeks count as service.</p>

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Public Service Commission	12 weeks (24 half pay)	1 week (5 days) 12 months service	0	12 weeks To be taken from 1 week prior to the adoption and up to 8 weeks after. Must have 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Australian National Maritime Museum	14 weeks (28 half pay)	0	The maximum continuous period of personal leave that can be granted for birth, caring or bereavement purposes is normally ten working days.	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Department of Agriculture, Fisheries and Forestry	12 weeks (24 half pay)	0	0	Up to 12 weeks can be approved	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Taxation Office - General Employees	14 weeks (28 half pay) Additional 2 weeks must be taken immediately after entitled 12.	See Parental Leave	2 weeks For those not entitled to paid Maternity Leave or paid Adoption Leave on the birth of their child (or their partner's child) or on the adoption of a child. Must be taken in one continuous period commencing within 6 weeks of the day of birth of the child or the day the adoption.	8 weeks For the primary carer with 12 months service. Must be taken in the period 1 week prior and up to 6 months after the adoption.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Taxation Office - EL2s	14 weeks (28 half pay) Additional 2 weeks must be taken immediately after entitled 12.	See Parental Leave	2 weeks For those not entitled to paid Maternity Leave or paid Adoption Leave on the birth of their child (or their partner's child) or on the adoption of a child. Must be taken in one continuous period commencing within 6 weeks of the day of birth of the child or the day the adoption.	8 weeks For the primary carer with 12 months service. Must be taken in the period 1 week prior and up to 6 months after the adoption.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Department of Defence	14 weeks (28 half pa)	See Parental Leave	2 weeks For employees ineligible for paid maternity leave or paid adoption to be taken within six months of the date of birth or adoption of the child.	4 weeks For the primary care giver with 12 months service. For the period 1 week before and 6 months after the adoption.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of the Environment, Water, Heritage and the Arts	12 weeks (24 half pay)	2 weeks (10 days) For those with 12 months service	Employees who take paid maternity leave or paid adoption leave may access up to two weeks of their personal leave entitlement for maternity/adoption purposes. This leave is to be taken immediately following the period of paid maternity/adoption leave.	12 weeks For employees with 12 months service, is non-gender specific.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. Access to part-time work on return from maternity leave
Social Security Appeals Tribunal (SSAT)	14 weeks (28 half pay)	See Parental Leave	2 weeks For ongoing employees who are not entitled to maternity leave paid leave for adoption of a child.	14 weeks (for primary care giver) 6 weeks (for non-primary car giver) With 12 months service and for a child under 5 years.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Employment Works	0	0	Maximum 2 weeks	0	0	Personal leave may be used by both male and female employees in relation to the birth or adoption of a child, provided that the employee has at least 2 days personal leave remaining after using the personal leave as parental leave.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Valuation Office	14 weeks (28 half pay) 2 extra weeks to be taken immediately after.	See Parental Leave	2 weeks For employees not eligible for paid maternity/maternal leave, on the occasion of each birth of their child (or their partners child) or adoption of a child.	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Qantas Airways Limited	0	0	0	0	0	0 Employees may access paid leave entitlements such as annual leave of long service leave, for parental leave.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Administrative Appeals Tribunal	12 weeks (24 half pay) Also 2 additional weeks, see parental leave	See Parental Leave	2 weeks (4 half pay) For ongoing employees with 12 months continuous service 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 Act 1973 and is accessible by the child's mother, father, partner or adoptive parents.	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Australian Institute of Marine Science	14 weeks (28 half pay)	4 weeks	0	Adoptive/Guardian parents may access leave on the terms available under the Maternity/Paternity Leave provisions.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of Transport and Regional Services	12 weeks (24 half pay)	See Parental Leave	2 weeks For an employee who: a) has become a new parent, either through birth or adoption and is not the primary caregiver; or b) qualifies for ML in accordance with the Maternity Leave Act	12 weeks For the primary caregiver with 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Great Barrier Reef Marine Park Authority	12 weeks (24 half pay)	2 weeks (10 days) Within 1 month of the birth	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
CSL Limited	12 weeks	5 days		3 days		In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. And the Workplace Relations Act 2006 Only 12 weeks count as service.
Southern Cross Broadcasting (Southern NSW)	0	0	0	0	0	0 Access to part-time work on return from unpaid maternity leave for 12 months

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Crime Commission	12 weeks plus an additional 2 weeks (4 half pay)	1 week Supporting partner leave, taken from personal/carers leave entitlements	0	6 weeks (12 half pay) For primary care giver, with 12 months service for a child under 5 years.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. Access to part-time work on return from maternity leave for 24 months
Federal Magistrates Court	12 weeks (24 half pay)	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. Access to part-time work on return from maternity leave for 24 months Paid leave for adoption or parental leave may be requested and is up to a manager's discretion.
Torres Strait Regional Authority	12 weeks	1 week Following 12 months service, reduced if partner takes maternity leave	0	2 weeks Following 12 months' service for the primary care giver. Not to take any extra personal leave.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. Access to part-time work on return from maternity leave for 24 months
Southern Cross Ten (Northern NSW)	0	0	0	0	0	Access to part-time work on return from unpaid maternity leave for 12 months
Southern Cross Ten (QLD)	0	0	0	0	0	Access to part-time work on return from unpaid maternity leave for 12 months

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Australian Trade Commission (AusTrade)	12 weeks (24 half pay)	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Department of Foreign Affairs and Trade	12 weeks (24 half pay)	2 weeks Of personal leave may be taken following a birth or adoption.	0	12 weeks (24 half pay) For primary care giver with 12 months service. For non-primary care giver see paternity leave.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Australian Securities and Investments Commission	14 weeks (28 half pay)	5 days Of personal leave may be taken following a birth or adoption.	0	14 week For primary care giver with 12 months service for a child under 5 years.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Australian Institute of Criminology	12 weeks	0	2 weeks (10 days) Of personal leave may be taken following a birth or adoption, within 3 months. For employees not entitled to maternity leave.	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Department of the Treasury	14 weeks (28 half pay)	See Parental Leave	2 weeks (10 days) At the time a spouse or partner gives birth to a child.	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of Industry, Tourism and Resources	14 weeks (28 half pay) Or can be spread out over 52 weeks	See Parental Leave	1 week Following the birth of a partner's child, within 1 month. From personal leave credits.	14 weeks (28 half pay) For the primary care giver with 12 months service. Or 2 weeks with less than 12 months service.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. 2 weeks - Primary carer leave, for those not entitled to maternity leave. From personal leave credits, can be taken with the 1 week paid parental leave
Insolvency and Trustee Service Australia	12 weeks (24 half pay)	See Parental Leave	2 weeks Following the birth, adoption or long-term (12 months or more) fostering of a child. An employee, who is not entitled to paid maternity, is entitled to this leave. This paid parental leave will be granted on a pro-rata basis for employees with less than one year's service.	See Parental Leave	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Office of the Renewable Energy Regulator	12 weeks (24 half pay)	10 days (2 weeks) Following 12 months service, on the birth or adoption of a child.	0	12 weeks (child under 12 months) or 6 weeks (child over 12 months) Following 12 months service, less than that the provisions are pro rata.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Australian Agency for International Development (AusAID)	13 weeks (26 half pay)	See Parental Leave	10 days (20 half pay) Following a birth or adoption from personal leave credits.	13 weeks For primary carer with 12 months service.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 13 weeks count as service. Return to same position or at level and pay.
High Court of Australia	12 weeks (24 half pay)	0	Personal leave may be used for requirements associated with the birth, adoption or long-term fostering of a child.	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Murray-Darling Basin Commission	14 weeks (28 half pay)	See Parental Leave	2 weeks For non-primary carer within 12 months following the birth or adoption.	14 weeks (28 half pay) For primary carer with 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Office of the Commonwealth Director of Public Prosecutions	13 weeks (26 half pay)	0	0	13 weeks (26 half pay) For primary carer with 12 months service.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 13 weeks count as service. Access to part-time work following return from leave for up to 24 months
Health Services Australia	12 weeks (24 half pay)	0	0	0	12 months	Must be absent 6 weeks prior to and 6 weeks after the birth. Unless medical certificate is produced. Return to either same position or equal pay and skills level.
National Native Title Tribunal	14 weeks (28 half pay)	See Parental Leave	2 weeks (4 half pay) For not eligible for maternity leave or adoption leave following the birth or adoption of a child or children. This leave must be taken within 12 weeks of the birth or adoption of a child.	14 weeks (28 half pay) For primary carer with 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Sydney Symphony Orchestra Holdings Pty Ltd	12 weeks	0	12 weeks For primary care giver following birth or adoption, with 12 months service, not including those entitled to maternity leave.	See Parental Leave	12 months	
Primus Telecom	6 weeks (12 months service) 7 weeks (5 years service)	0	0	6 weeks (12 months service) 7 weeks (5 years service) For primary care giver	12 months or 5 years	In accordance with Workplace Relations Act 1996
Productivity Commission	14 weeks (28 half pay)	0	0	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
Australian Research Council	15 weeks (30 half pay)	See Parental Leave	2 weeks (4 half pay) Supporting partner leave, following the birth or adoption of a child.	14 weeks (28 half pay) For primary carer with 12 months service. Beginning from one week prior to placement. Leave for adoption of step child may be considered	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 15 weeks count as service.

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of Immigration and Citizenship	12 weeks (24 half pay)	See Parental Leave	<p>Parental leave consists of:</p> <ul style="list-style-type: none"> • five days paid parental leave; and • up to five days from the family leave pool. <p>Paid parental leave at half or full pay is available to ongoing employees:</p> <ul style="list-style-type: none"> • attend birth • to give birth <p>employee is not eligible for paid maternity leave</p> <ul style="list-style-type: none"> • to care for a foster child, or a child for whom the employee is a guardian, and for whom the employee has recently assumed care. 	<p>12 weeks (24 half pay)</p> <p>Primary carer with 12 months service</p>	12 months	<p>In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973.</p> <p>Only 12 weeks count as service.</p>

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
<ul style="list-style-type: none"> • ACT Chief Minister's Department • ACT Department of Treasury • ACT Department of Education and Training • ACT Legislative Assembly Secretariat • ACT Planning and Land Authority • Exhibition Park in Canberra • ACT Legislative Assembly Members' Staff • Canberra Institute of Technology • ACT Department of Territory and Municipal Services • ACT Department of Disability, Housing and Community Services • ACT Legal Aid Commission • ACT Department of Justice and Community Safety • Cultural Facilities Corporation • ACT Auditor General's Office • ACT Health • ACT ACTION 	14 weeks (28 half pay)	See Other provisions	<p>14 weeks (28 half pay)</p> <p>Paid Primary carer leave, with 12 months service who do not qualify for maternity leave.</p>	Paid Primary carer leave applies.	12 months	<p>In accordance with the Public Sector Management Act 1994 (PSM Act).</p> <p>Only 14 weeks count as service An employee, other than a casual employee, is entitled to five days paid bonding leave and up to five days paid personal leave for bonding purposes, at the time of the birth or adoption of a child by the domestic partner.</p>

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Royal Flying Doctor Service of Australia Western Operation Coordinators	See Parental Leave	See Parental Leave	6 weeks Where the employee is the primary care giver and has 12 months service.	See Parental Leave	12 months	In accordance with the Workplace Relations Act 1996
Australian Hearing	12 weeks (24 half pay)	See Parental Leave	2 weeks Partner leave with 12 months service following the birth or adoption of a child.	12 weeks (24 half pay) For primary care giver with 12 months service, for a child under 5 years.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
Food Standards Australia New Zealand	14 weeks (28 half pay)	20 days Following the birth or adoption of a child, from personal leave credits	2 weeks Supporting partner leave, in addition to the paternity leave clause	14 weeks (28 half pay) In accordance with maternity leave provisions.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service.
AQIS Meat Program	12 weeks (24 half pay)	0	Personal can be used in the event of birth or adoption.	Up to 12 weeks At the manager discretion.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. Access to part-time work
Australian Electoral Commission	14 weeks (28 half pay)	See Parental Leave	Ten working days' Personal Leave may be accessed for parental leave purposes for the birth of a child.	0	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. Agreements refers to the AEC Leave Policy

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Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Department of the Senate	13 weeks (26 half pay)	1 week If eligible under Workplace Relations Act 1996	0	1 week If eligible under Workplace Relations Act 1996	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 13 weeks count as service.
Royal Flying Doctors Service of Australia Central Operations Incorporated	0	0	0	0	0	In accordance with the Workplace relations Act 1996 Refers to internal Leave Policy
Australian War Memorial		See Parental Leave	Employees may access up to a maximum of four weeks of available paid personal/carer's leave credits during the 12 month period following the birth of a child by the employee or their spouse/partner.	14 weeks For the primary carer with 12 months service	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service.
National Measurement Institute	14 weeks (28 half pay)	See Parental Leave	1 week In addition to personal leave, within one week of the birth.	14 weeks (28 half pay) For primary carer with 12 months leave. 2 weeks For those with less than 12 months service.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. Where employees produce evidence that they are the primary care giver, employees will be entitled to take, in addition to the parental leave, one week of their personal leave at any time within twelve months of the birth of their child. Employees accessing maternity leave are not eligible for this entitlement.

Agreement Name	Number of Weeks Paid:				Months Service to Quality	Restrictions and other provisions
	Maternity Leave	Paternity Leave	Parental Leave	Adoption Leave		
Family Court of Australia	12 weeks (24 half pay) Additional 2 weeks if the employee returns to work following maternity leave.	0	0	12 weeks For the primary caregiver with 12 months service. And the additional 2 weeks following return to work.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 12 weeks count as service. Option for part-time and/or home-based work on return
Seven network (Operations)	6 weeks (1 years service) 7 weeks (2 years) 8 weeks (3 years)	5 days Carers leave for male employees following a birth or adoption.	0	0	Varied	In accordance with the Workplace Relations Act 1996
Red Bee Media Australia Pty Ltd	9 weeks (18 half pay)	See Parental Leave	12 weeks at half pay	See Parental Leave	12 months	In accordance with the Workplace Relations Act 1996
Melbourne and Launceston Airports (Australia Pacific Airports Corporation)	12 weeks	1 week Following the birth with 12 months service.	0	0	12 months	In accordance with the Workplace Relations Act 1996 The first twelve weeks of maternity leave, whether paid or unpaid, will count as service for all purposes.
Australian Radiation Protection and Nuclear Safety Agency	14 week (28 half pay)	See Parental Leave	4 weeks For non-primary carer up to 12 month after the birth	14 weeks 2 weeks prior to placement and up to 12 months after.	12 months	In accordance with the provisions of the Maternity Leave (Commonwealth Employees) Act 1973. Only 14 weeks count as service. Access to part-time employment