

APPENDIX D
Paid Parental leave

1. Organisation

6. Yes

7. 2 weeks for fathers, may be parents can decide how it is taken..

8. (a) Permanent – self employed, contractors.
(b) The at least 10 hours for 12 months is reasonable.
(c) Yes

9. Yes, they need time to recover, but may not need the full number of weeks.

10. 18 weeks seems reasonable too, but if the mother is stressed by the baby, both may be better if she returned to work.

11. Start date should be allowed from 38 weeks of the pregnancy. Giving mothers time to relax and prepare for the birth, and no later than 6 months after birth. (though that seems too long to me)

12. Yes, agree other leave could be used to extend period, but as mentioned low income women may not have much available.

13. Replacement capped at a certain level? *I am surprised that in the paper work it says, that a women earning \$400 will receive the full \$543. I would have expected her to receive \$400.*

14.NO

15(a) government only, and employer to cover superannuation payment (which is tax deductible.)

16 Someone who derives their income by their own efforts, and who is not employed by anyone else. *Where do farmers and their wives fit into this situation?*

17 NO. It needs to be continuous to encourage breast feeding.

18 May find it harder to be in control of staffing, and to keep the position open. Extra cost employing replacement.

19 ?

20 No

21 yes, it is a tax deduction for the employer.

22 either

23 No, but it might be an incentive to encourage employers to employ females of child-bearing age.

24 Babies should be breast fed at least for 6 months. This paid leave would make this closer to possible.

25 Both should improve

26 Yes, if the parents feel they just cannot get on without it.

Questions:-

1. What happens if they decide not to go back to work after 18 weeks.?
2. Can they extend their time with unpaid leave?
3. Is the mother eligible for occasional day care, during those 18 weeks.
4. What guarantee/checks is there that the parent will not put the child in care, and do something else, other than look after it.
5. If the mother has an older child already in day care, what does she do?
Bring him home and look after the family unit, to make it stronger.
Or Leave him there so she doesn't lose the place?
6. Will the mother be encouraged to keep in contact with those in the workplace (other than the suggested 10 days) to make it easier to fit back into it.
7. Will the employer be encouraged to do the same.
8. How does one quantify what a farmer's wife does, and can they cope if she does not. He will need to employ someone to take her place, and since it will probably be a man, it will cost more than the money she is getting to look after the baby.
9. Post Natal Depression should be not be ignored as a possibility.

Comments

Women need continuous payment of superannuation for give them a reasonable superannuation in their retirement. Those of us who are older, have none.

Hecs system as a last resort. Families with young children really don't need one more debt hanging over their head.