



**Australian Government**

**Paid Parental Leave scheme**

**Information for Intermediaries  
(Parents)**

**Introducing Australia's first national Paid Parental Leave scheme - what parents need to know.**

- The Australian Government will deliver Australia's first national government-funded Paid Parental Leave scheme to help Australian parents balance work and family responsibilities.
- Legislation for the scheme has been passed by Parliament and will come into effect from 1 January 2011.
- If you are planning to have or adopt a child on or after 1 January 2011 you need to be aware that decisions you make now about work could affect your eligibility for Paid Parental Leave.
- Eligible working parents will receive taxable Parental Leave pay at the National Minimum Wage (\$570 a week before tax from 1 July 2010), for up to 18 weeks.
- You may be eligible for Paid Parental Leave, if you:
  - are a mother of a newborn child or initial primary carer of a recently adopted child
  - have met the Paid Parental Leave work test before the birth or adoption occurs
  - have an individual annual income up to \$150,000 in the previous financial year
  - are an Australian resident.
- Mothers, or the initial primary carer of a recently adopted child, must usually apply for Paid Parental Leave.
- Paid Parental Leave will be for eligible working parents, including seasonal, casual, contractor, self-employed, part-time, full-time workers and people who have had multiple employers. People working for a family business (including a farm) which is not yet generating any income may also be eligible for Paid Parental Leave.
- To receive Paid Parental Leave, parents must be on leave or not working from the birth or adoption of their child until the end of their 18 weeks of Paid Parental Leave. If the primary carer decides to return to work earlier, Paid Parental Leave may be transferred to another eligible primary carer, usually the partner.
- Paid Parental Leave is not a leave entitlement. The scheme provides parents with Parental Leave pay which, if a parent is still employed, they can decide how to combine with paid and unpaid leave provided by their employer, such as unpaid parental leave under the National Employment Standards.
- Eligible parents may receive Paid Parental Leave before, after, or at the same time as employer-provided paid leave such as maternity leave, annual leave and long service leave, and employer-provided unpaid parental leave.
- Long-term employees will receive their Parental Leave pay from their employer. Other eligible parents will receive their Parental Leave pay from the Family Assistance Office.

- Working parents will be able to choose whether to claim Paid Parental Leave or the Baby Bonus, depending on which is better for them. To help work this out, an online estimator will be available from October 2010.
- Stay-at-home parents will continue to receive support from the Australian Government including, if eligible, access to the Baby Bonus and Family Tax Benefit.
- Parents who are not eligible for Paid Parental Leave, or who choose not to receive it, may be eligible for the Baby Bonus and other family assistance under the usual rules.
- Claims for Paid Parental Leave can be lodged up to three months before the expected date of birth or adoption. The first claims can be lodged from 1 October 2010, for children born or adopted on or after 1 January 2011. You can claim online or at your local Family Assistance Office.

More information is available from **[www.familyassist.gov.au](http://www.familyassist.gov.au)** or call the Family Assistance Office on **13 61 50**.

More information about employment entitlements and workplace obligations is available from [www.fairwork.gov.au](http://www.fairwork.gov.au) or call 13 13 94.