

Paid Parental Leave Pulse Survey

ISSUE: Australian organisations are considering how to restructure their parental leave policies to incorporate the Paid Parental Leave Scheme.

Policies and procedures pertaining to parental leave are highly topical and there are a number of debates in both public and private forums focused on how best to respond to Australia's increased competition for skilled labour. This report provides an analysis on current market practice and the response to the Federal Government's planned 2011 Paid Parental Leave Scheme.

Background

The Paid Parental Leave Scheme is an entitlement for working parents. It will be funded by the Australian Government and entitlements are given to parents who are primary carers of children born or adopted from 1 January 2011. Parental Leave Pay is paid for a maximum of 18 weeks.

Report Overview

This survey was conducted in response to client demand for market information on parental leave policies and practices and covers:

- Paid primary care givers leave
- Paid secondary care givers leave
- Payment structure of parental leave
- Recovery of payments if employee doesn't return to work
- Change implementation timeframe

This report provides a valuable insight into Australian organisations' current approaches and how they are intending to change their parental leave policies. It is a useful tool for organisations reviewing their own policies.

Further information

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