

# SAVE PAID PARENTAL LEAVE

OUR PAID PARENTAL LEAVE (PPL) SCHEME FOR WORKING PARENTS IS DESIGNED TO ENSURE BABIES HAVE THE BEST POSSIBLE START IN LIFE. **SO WHY DOES THE FEDERAL GOVERNMENT WANT TO CUT PPL FOR 80,000 FAMILIES?**

## 10 THINGS YOU NEED TO KNOW ABOUT PPL

- 1** The scheme includes financial contributions from government and employers and aims to meet the World Health Organisation (WHO) recommendation for at least six months paid leave for new parents to promote child and maternal health, build strong families and help mothers stay in the workforce.
- 2** Before our scheme started in 2011, Australia was one of only two developed nations to not have a Paid Parental Leave scheme for working parents – something unions spent 30 years campaigning for.
- 3** When our Paid Parental Leave scheme was introduced, new parents began to receive a government payment of 18 weeks at the National Minimum Wage, designed to be supplemented by additional paid leave from their employer.
- 4** Paid Parental Leave has enormous benefits for the health and wellbeing of families and it helps to keep more women in work which is good for the economy.
- 5** The Federal Government wants to cut government contributions from parents receiving employer contributions leaving tens of thousands of families worse off.
- 6** Despite previously promising to greatly improve the existing scheme, the Federal Government chose Mother's Day to announce big cuts and call mums rorters, frauds and double dippers!
- 7** These cuts will mean many new parents face hard choices that could see them spend less time with their babies during those crucial early months.
- 8** The Federal Government's cuts will hurt all parents who have traded off wage rises and other entitlements in exchange for better paid parental leave as employer contributions will now be deducted instead of added to the Government's contribution.
- 9** The planned cuts are at the expense of the health and wellbeing of parents and their newborn babies and are not supported by employers, unions, women's health and children's organisations.
- 10** Australian Unions are calling on Members of Parliament to refuse to support the Federal Government's cuts to Paid Parental Leave.



PPL CUTS BY THE NUMBERS

34,000	LOSE ACCESS TO GOVERNMENT PPL SCHEME
45,000	PARTIALLY LOSE ACCESS TO THE PPL SCHEME.
79,000	TOTAL NUMBER AFFECTED BY PROPOSED CHANGES TO PPL SCHEME
79%	PERCENTAGE OF WOMEN WHO WOULD HAVE TAKEN MORE TIME AWAY FROM WORK IF THEY HAD ACCESS TO MORE PAID LEAVE

“ THE INTRODUCTION OF A FAIR DINKUM PAID PARENTAL LEAVE SCHEME IS THE OBLIGATION THAT A SERIOUS POLITICAL PARTY OWES TO MODERN SOCIETY. ”

TONY ABBOTT 2010



HELP SAVE PAID PARENTAL LEAVE BY SIGNING THE PETITION:

VISIT

[AustralianUnions.org.au /ppl](http://AustralianUnions.org.au/ppl)



## HOW DO WE RATE GLOBALLY?

- ✗ The OECD average paid maternity leave is 17 weeks.
- ✗ The OECD average paid leave reserved for fathers is 9 weeks.
- ✗ Australia is also signatory to ILO Convention 183, which provides for a right to 12 weeks paid maternity leave.
- ✗ Our current scheme of up to 18 weeks paid parental leave puts Australia slightly above the OECD average. Any reduction will result in Australia slipping in global rankings.

\* Source: Organisation for Economic Co-Operation and Development (OECD) Family Database.

## WHAT CAN YOU DO?



SHARE THIS FLYER WITH FRIENDS AND WORKMATES



SIGN THE ONLINE PETITION

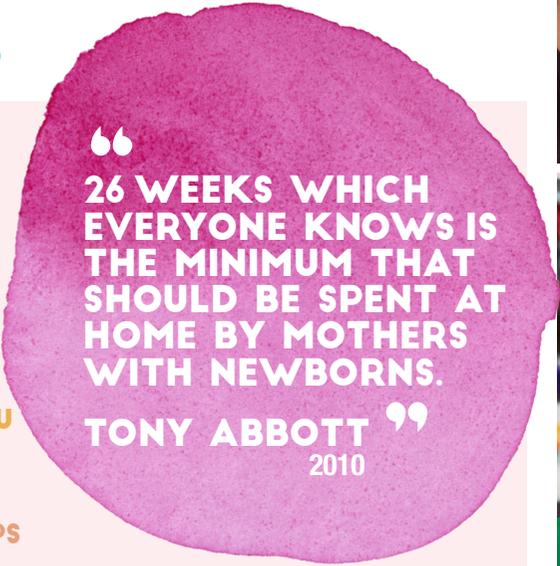


TELL US HOW THESE CUTS WILL AFFECT YOU



VOLUNTEER TO SHARE YOUR STORY WITH MPS

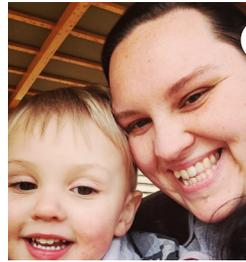
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“ 26 WEEKS WHICH EVERYONE KNOWS IS THE MINIMUM THAT SHOULD BE SPENT AT HOME BY MOTHERS WITH NEWBORNS. ”

TONY ABBOTT 2010

## MEET 3 PARENTS WHO WILL PAY DEARLY UNDER THE FED GOVT PPL CUTS



### OLIVIA

Olivia is a Disability Support Worker who earns \$35,000 per annum. She has one young child and another baby due soon. Olivia receives 6 weeks paid leave from her employer - approximately \$4,039. Under the proposed changes, the government component is cut to \$7,785 instead of \$11,824. **\$4,039 WORSE OFF**



### CHLOE - ASU MEMBER

Chloe is a business analyst in the water industry. Her annual pay is \$75,000 and she is entitled to 14 weeks paid parental leave under an enterprise agreement which is worth \$20,192. As the value of her employer-funded entitlement is more than the government component Chloe will not be entitled to any government payments. Chloe is recently married and hopes to have a child soon. Losing access to \$11,824 means that she will be forced to return to work earlier, also to manage her new mortgage. Chloe is concerned about the potential impact on childhood development if she were to take a shorter period of parental leave.

**\$11,824 WORSE OFF**



### KATE

Kate is a fulltime retail worker at Bunnings paid \$40,000 per annum. The company provides employees with 8 weeks paid leave, split into 2 payments. Employees get 4 weeks paid parental leave plus superannuation on top of the 18 weeks provided by the Government and a further 4 weeks leave after 6 months service upon return to work from parental leave (ie return to work bonus). The 4 weeks paid parental leave is worth \$3,123. Under the proposed changes, the government component will be cut to \$8,701 instead of \$11,824. If superannuation payments are taken into account, the Government component will be further reduced. Kate may also lose an additional \$3123 if the return to work bonus is taken into account.

**\$3,123 WORSE OFF**



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LIVING STANDARDS