



GUIDELINES FOR PRIMARY CARER LEAVE FOR THE PURPOSES OF PARENTAL LEAVE

INTRODUCTION

These guidelines have been developed in response to recent changes in WGEA criteria with regards to access to primary carer leave for the purposes of Parental Leave and reflect the University's commitment to equity for our staff. These guidelines will complement the provisions of the Western Sydney University Academic and Professional Staff Enterprise Agreements (the Staff Agreements) regarding the taking of primary carer leave and assist employees, managers and supervisors within the University in understanding the additional provisions.

PARENTAL LEAVE

The current provisions under clause 40 in our Staff Agreements allow for paid Parental leave, which encompasses maternity leave, adoption leave, foster parent leave and partner leave.

Maternity leave provides for 20 weeks of paid leave for an eligible employee, which must commence no later than the date of birth of the child. In the unfortunate event that a child is stillborn or dies shortly after birth, the entitlement to 20 weeks of paid maternity leave still applies.

In consideration of the WGEA guidelines, the 20 weeks of paid leave for an eligible employee in the unfortunate circumstance, whose child is stillborn, will apply regardless of the gender of the parent. This means that such leave would not need to be connected to a maternity leave booking, as provided for in the current Staff Agreements, but could be a parental leave request.

The current Partner leave provisions of the Staff Agreements provide 2 weeks paid leave to be taken at the time of birth or adoption, with a further 6 weeks paid leave that can be taken within 12 months of birth or adoption where the partner is to become the primary carer.

In consideration of the WGEA guidelines, this 8 weeks of paid partner leave can be taken flexibly, including at part-time for part of the paid duration. This leave is also available in the instance of still birth, adoption, same-sex couple, and surrogacy.