

### **Paid Parental Leave Scheme information sheet**

This fact sheet provides an outline of the Commonwealth Government's Paid Parental Leave Scheme and how it applies to University of Adelaide staff. This is separate to the University's paid parental leave scheme under the Enterprise Agreement 2023-2025.

#### **What is paid parental leave?**

The Commonwealth Government's Paid Parental Leave Scheme provides up to 22 weeks of paid parental leave (over one continuous period) at the National Minimum Wage to working parents of children born or adopted on or after 1 July 2024 who meet certain eligibility requirements. For more information, please visit their [website](#).

#### **Am I eligible for paid parental leave?**

Services Australia determines the eligibility requirements you must meet to receive parental leave pay. Visit their [website](#) to find out if you are eligible.

#### **How do I apply for paid parental leave?**

You can lodge an application for paid parental leave with Services Australia up to three (3) months prior to your expected date of birth or adoption of a child. Services Australia is responsible for assessing your application for paid parental leave as well as notifying you if your application is successful.

#### **How is paid parental leave paid?**

Generally, the Paid Parental Leave payment will be administered to University staff via Payroll and paid in the regular fortnightly payment cycle.

#### **Is superannuation included in paid parental leave?**

As of 1 July 2025, University staff eligible for the Commonwealth Government Paid Parental Leave Scheme will receive an additional superannuation contribution at the Superannuation Guarantee rate to their nominated superannuation fund. The superannuation contribution will be paid as a lump sum (inclusive of an interest component) at the end of each financial year in which the government-funded Parental Leave Pay was paid. The Australia Taxation Office (ATO) will administer the superannuation component. Further information is available on the ATO [website](#).

#### **Will this affect my existing entitlement to the University's paid parental leave?**

If you are employed by the University under the University of Adelaide Enterprise Agreement (as amended), you will continue to receive all eligible entitlements (including paid parental leave) regardless of any benefit received under the Paid Parental Leave Scheme.

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### Can I work while receiving paid parental leave?

You will not be able to work while receiving paid parental leave pay. However, you can '[keep in touch](#)' with the University for up to 10 days whilst continuing to receive payments. This would include activities such as training and planning days. 'Keeping in touch' days must be mutually agreed between you and the University. For more information about 'keeping in touch' days, visit the University's [parental leave page](#).

### Should I seek financial advice about paid parental leave?

The University encourages you to seek independent financial advice about the possible implications that might arise from making an application for paid parental leave with Services Australia.

### What if I need more information?

If you require more information on the Australian Government's Paid Parental Leave Scheme visit <https://www.servicesaustralia.gov.au/parental-leave-pay> or call Services Australia on 13 61 50 in the first instance.

### Further information

If you require further information, please contact a member of the HR Service Centre via email at [hrservicecentre@adelaide.edu.au](mailto:hrservicecentre@adelaide.edu.au) or 8313 1111.

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