



QUEENSLAND INDEPENDENT EDUCATION UNION

Supporting Members on Maternity Leave

FACT SHEET

Maternity Leave Provisions

KEY ISSUES

CATHOLIC SECTOR

- *Twelve (12) weeks paid maternity/adoption leave.*
- *Unpaid extension of maternity leave up to 104 weeks.*
- *Paid maternity leave is exclusive of vacation periods.*

ACTION

If you would like to know more about your particular working rights as negotiated in your collective agreement please contact a QIEU Member Services Officer

CONTACTS

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SUMMARY

The *Qld Family Leave Award 2003* outlines the provision for unpaid maternity/parental/adoption leave, which are also contained in Part 2 Division 2 of the *Qld Industrial Relations Act 1999*. Provision for paid maternity leave is negotiated in collective bargaining agreements. The majority of single site school Collective Agreement contain paid maternity leave provisions. The federal government's new National Employment Standard (NES) provisions, introduced under the new *Fair Work Act 2009*, also outlines the minimum provisions relating to parental leave that will apply from 1 Jan 2010.

CATHOLIC SECTOR

Entitlement

- 12 weeks paid maternity/adoption leave.
- Subsequent maternity leave whilst on maternity or extended maternity - 12 weeks paid, (except BCE where it is unpaid).
- Unpaid extension of maternity leave up to 104 weeks.

Eligibility

One year continuous service. Includes full time, part time and fixed term employees.

Payment

BCE: Payment of 12 weeks upon commencement of leave.

Other Catholic: 12 weeks can be paid when commencing leave (if agreed) or paid in the normal fortnightly pay cycle.

School Vacations

Paid maternity leave is exclusive of vacation periods.

Notice

At least 10 weeks written notice of intention to take leave and at least 4 weeks written notice of dates on which the leave will start and end.

Notice requirements for extended periods of leave are:

- a) before the start of the parental leave; or
 - b) at least 14 days before the parental leave ends,
- therefore written notice is the same as above.

Documents to Accompany Notice

Before commencing leave:

- (i) a Doctors certificate confirming the pregnancy and the expected date of birth; and
- (ii) a Statutory Declaration stating any period of parental leave sought by the employees spouse and an undertaking that during the period of leave the employee will not engage in any conduct inconsistent with their contract of employment; and
- (iii) for adoption and parental leave the Statutory Declaration must also state the employee is seeking leave to be the child's primary care giver.

KEY ISSUES

ANGLICAN SECTOR

- *Twelve (12) weeks paid maternity/adoption leave.*
- *Unpaid extension of maternity leave up to 104 weeks.*
- *Paid maternity leave is exclusive of vacation periods.*

ACTION

If you would like to know more about your particular working rights as negotiated in your collective agreement please contact a QIEU Member Services Officer

ANGLICAN SECTOR

Entitlement

12 weeks paid maternity/adoption leave.
Subsequent maternity leave, whilst on maternity or extended leave-unpaid.
Unpaid maternity leave to a maximum of 104 weeks may request a further 12 months (total 3 years)

Eligibility

12 months continuous service. Includes full time, part time and fixed term employees.

Payment

Payment of 12 weeks upon commencement of leave.

School Vacations

Paid maternity leave is exclusive of vacation periods.

Notice

Must provide a minimum of 10 weeks notice in writing of any application for parental leave prior to the presumed date of confinement, including the dates on which the employee wants to start and finish the leave.

For extended leave periods written notice must be given at least ten (10) weeks before the initial period of leave expires and must state when the extended period of leave ends.

Documents to Accompany Notice

At the time of providing notice, employees must also give to the school:

- (iv) a Doctors certificate confirming the pregnancy and the expected date of birth; and
- (v) a Statutory Declaration stating any period of parental leave sought by the employees spouse and an undertaking that during the period of leave the employee will not engage in any conduct inconsistent with their contract of employment; and
- (vi) for adoption and parental leave the Statutory Declaration must also state the employee is seeking leave to be the child's primary care giver.

LUTHERAN SECTOR

KEY ISSUES

LUTHERAN SECTOR

- *Twelve (12) weeks paid maternity/adoption leave.*
- *Unpaid extension of maternity leave up to 104 weeks.*
- *Paid maternity leave is exclusive of vacation periods.*
- *No express notice provisions are contained in the Agreement, therefore the provisions of the Family Leave Award 2003 apply*

ACTION

If you would like to know more about your particular working rights as negotiated in your collective agreement please contact a QIEU Member Services Officer

Entitlement

12 weeks paid maternity/adoption leave.
May elect to take 24 weeks paid maternity at half pay
Subsequent maternity leave –unpaid

Eligibility

One (1) year's continuous service. Includes full time, part time and fixed term employees.

Payment

Payment of 12 weeks upon commencement of leave. The period of paid leave will not include any school vacation time.

School Vacations

The period of paid Maternity Leave shall be exclusive of school vacation periods.

Notice

No express notice provisions are contained in the Agreement, therefore the provisions of the *Family Leave Award 2003* apply.

At least 10 weeks written notice of intention to take leave and at least 4 weeks written notice of dates on which the leave will start and end.

The period of maternity leave may be extended by the employee giving at least 14 days written notice to the employer, stating the period by which the leave is to be lengthened.

Documents to Accompany Notice

At the time of providing notice, employees must also give to the school:

- (vii) a Doctors certificate confirming the pregnancy and the expected date of birth; and
- (viii) a Statutory Declaration stating any period of parental leave sought by the employees spouse and an undertaking that during the period of leave the employee will not engage in any conduct inconsistent with their contract of employment; and
- (ix) for adoption and parental leave the Statutory Declaration must also state the employee is seeking leave to be the child's primary care giver.