

# Public Sector Industrial and Employee Relations

Level 4, 75 William Street, Brisbane QLD 4000

Telephone 323 90402

Facsimile 3229 5943

Circular No. C2-08

Date June 2008

## **Title: Transitional arrangements for the introduction of 14 weeks paid maternity/adoption leave for eligible public service employees**

The Queensland Government has introduced 14 weeks paid maternity/adoption leave for eligible public service employees (an increase from the previous entitlement of 12 weeks). This increase in paid leave has been implemented via Ministerial Directive 5/08 *Paid Parental Leave*.

This circular has been developed to inform and assist agencies with transitional arrangements for the introduction of 14 weeks paid maternity/adoption leave which becomes operative on 1 July 2008.

### **New entitlement**

Any eligible public service employee who is on maternity/adoption leave on or after 1 July 2008 will now have an entitlement to 14 weeks paid maternity/adoption leave.

### **Transitional arrangements for employees commencing maternity/adoption leave up to 12 weeks prior to 1 July 2008**

**Employees who commenced maternity/adoption leave up to 12 weeks prior to 1 July 2008 will be entitled to access the additional two weeks paid leave.**

An employee who commences paid maternity/adoption leave on 8 April 2008 or after such date is entitled to 14 weeks paid maternity/adoption leave.

**Employees who conclude their paid maternity/adoption leave prior to 30 June 2008 will not be entitled to the additional two weeks paid maternity/adoption leave.**

**An employee who concludes their paid maternity/adoption leave on 30 June 2008 will be entitled to the additional 2 weeks paid leave.**

**For the purposes of these transitional arrangements, employees taking maternity/adoption leave on half pay will be treated as though the leave was taken on full pay.**

For example, an employee who commenced leave on half pay on 3 April 2008 and is due to conclude their paid maternity/adoption leave on 17 September is not entitled to the additional two weeks paid maternity/adoption leave. The reason being that if the employee had taken the leave on a full pay basis the period would have ended prior to 30 June 2008.

An employee may elect to have their additional 2 weeks maternity/adoption leave paid at either full pay or half pay.

**PAUL CASEY**  
Executive Director

The Division of Public Sector Industrial and Employee Relations provides policy advice and consultancy and training services to Queensland Government departments and agencies. It is part of the Department of Employment and Industrial Relations. Enquiries about this circular should be directed to Katrina McGill on telephone 07 3224 6309.

- General enquiries about public sector industrial and employee relations matters should be directed to telephone 07 3239 0402.
- Written enquiries should be addressed to:  
The Executive Director  
Public Sector Industrial and Employee Relations  
Department of Employment and Industrial Relations  
GPO Box 69  
BRISBANE QLD 4001

Copies of all current circulars issued by Public Sector Industrial and Employee Relations are available from the department's web site at [www.psier.qld.gov.au](http://www.psier.qld.gov.au)

◆ Title Transitional arrangements for the introduction of 14 weeks paid maternity/adoption leave ◆ Date June 2008 ◆ Circular No. C2-08