



# Fact sheet – New and enhanced leave

## Enhanced Leave entitlements

Under the proposed MOPS EA ongoing and non-ongoing employees will have **more paid leave** entitlements including:

- ✓ 3 extra days of personal/carer's leave per year (pro-rata for part-time)
- ✓ significant improvements to current parental leave entitlements
- ✓ access to additional compassionate leave
- ✓ new cultural, ceremonial and NAIDOC leave

## Additional personal/carer's leave

- Ongoing and non-ongoing employees will get **3 extra days** of personal/carers leave that provides:
  - 18 days' of personal/carer's leave per year (pro-rata for part-time);
  - the extra 3 days will be credited on commencement of the EA
  - locked in rights to use personal/carers leave for preventative health appointments such as going to the dentist; and
  - the ability to provide a medical certificate to cover up to 12 months if you have, or care for someone, with a chronic illness.
- Personal/carer's leave will start to accrue daily at an employee's next anniversary or accrual date.
- An employee can take personal/carer's leave:
  - because of a personal illness or injury
  - to attend appointments with a registered health practitioner
  - to manage a chronic condition
  - to provide care or support for a family member (including a household member) or a person they have caring responsibilities because the other person has an illness, injury or is affected by an unexpected emergency.

## Additional compassionate leave

- Ongoing and non-ongoing employees will get access to **1 extra day** of compassionate leave (3 days total) for each occasion where:
  - someone close to them contracts, develops or sustains a life threatening injury or illness; or
  - they, or their partner suffers a miscarriage.

## Enhanced parental leave

The EA includes significant improvements to current parental leave entitlements that:

- provide both primary and secondary parents with equal and separate paid parental leave
- don't have a 'qualifying period'
- support employees who experience a still birth, pregnancy loss, or premature birth or who adopt a child

**Snapshot of parental leave entitlements:**

Parental leave	What's changed?	What do you get?
<b>Primary caregivers</b>	<ul style="list-style-type: none"> <li>• Increase of 2 weeks</li> <li>• No qualifying period for paid parental leave</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 18 weeks paid leave (half-pay available)</li> </ul>
<b>Secondary caregivers</b>	<ul style="list-style-type: none"> <li>• Increase of 13 weeks over the life of the EA</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 8 weeks (increasing to 18 weeks by February 2027)</li> </ul>
<b>Adoption and long-term carer's leave</b>	<ul style="list-style-type: none"> <li>• Increase of 2 weeks for primary caregivers</li> <li>• Increase of 13 weeks over the life of the EA for secondary caregivers</li> <li>• No qualifying period for paid parental leave</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 18 weeks parental leave for a primary caregiver</li> <li>• Up to 8 weeks parental leave (increasing to 18 weeks by February 2027) for a secondary caregiver</li> </ul>
<b>Still birth Leave</b>	New entitlement	<ul style="list-style-type: none"> <li>• Up to 18 weeks parental leave for a primary caregiver</li> <li>• 2 weeks for a secondary caregiver</li> <li>• Access to up to 3 days compassionate leave</li> <li>• Access to up to 3 days bereavement leave</li> </ul>
<b>Pregnancy loss leave</b>	New entitlement	<ul style="list-style-type: none"> <li>• 1 week paid leave</li> <li>• Access to up to 3 days compassionate leave</li> </ul>
<b>Premature birth leave</b>	New entitlement	<ul style="list-style-type: none"> <li>• If a live birth from before 37 weeks gestation, premature birth leave can be taken from the date of birth up to what would have been 37 weeks gestation.</li> </ul>

**New leave to support cultural connections**

The EA provides leave to support First Nations employees and provide cultural leave to enable employees to fulfil their religious or cultural obligations:

<b>NAIDOC leave – for First Nations employees</b>	<ul style="list-style-type: none"> <li>• Up to 1 day per calendar year</li> <li>• Access to up to 3 days compassionate leave</li> <li>• Access up to 3 days bereavement leave</li> </ul>
<b>First Nations Ceremonial Leave – for First Nations employees</b>	<ul style="list-style-type: none"> <li>• Up to 6 days of paid leave over 2 calendar year</li> </ul>
<b>Cultural leave – for all employees</b>	<ul style="list-style-type: none"> <li>• Up to 3 days of paid leave per calendar leave</li> </ul>