

Leave for Parents

Teachers with the ACT Department of Education are entitled to access a range of paid and unpaid leave in relation to parenting responsibilities.

Maternity Leave:

Employees are entitled to 14 weeks paid maternity leave after 12 months continuous service. Employees may spread the payments for the 14 week paid maternity leave absence over a 28 week period at half pay. The additional period of paid maternity leave will count as service. The delegate may approve, subject to a medical certificate, an employee taking paid maternity leave in a non-continuous manner, provided that recreation leave and long service leave will not be approved until the employee has used all of their paid maternity leave entitlement. The entitlement to 14 weeks paid maternity leave, or to 28 weeks paid maternity leave at half pay, may be taken in any combination on the production of a medical certificate on the fitness for duty. An employee on paid maternity leave may access annual leave and long service leave on full or half pay other than for the period the employee is on paid maternity leave.

Primary Care Giver Leave:

Where an employee, other than an employee entitled to paid maternity leave, demonstrates that they are the primary care giver of a new born or adopted child, then, the same provisions as Maternity Leave will apply.

Example 1: the primary care given may be the father of the child.

Example 2: the primary care giver may be the spouse or the same sex partner of the mother.

A new born is considered to be a baby of up to 14 weeks old. For an adopted child, primary care giver leave may commence from the date the employee assumes responsibility for the child but not after 14 weeks of the adoption. In extenuating circumstances, the Chief Executive may approve paid primary care giver leave when a baby is more than 14 weeks old. The total combined entitlement is 14 weeks of paid leave, which may be taken in any combination by the primary care giver provided that the mother and the other employee entitled to primary care giver leave do not take these forms of paid leave concurrently. This is subject to production of a medical certificate on the fitness for duty of the mother [where relevant].

Paid Bonding Leave:

Employees are entitled to 5 days paid bonding leave at the time of the birth or adoption of a child by the domestic partner. Where an employee's domestic partner is also an employee, this leave may be taken concurrently with the domestic partner receiving paid maternity or paid primary care giver's leave.

Unpaid Parental Leave:

In addition to the provisions for paid maternity leave and paid primary care giver's leave, employees are entitled to unpaid Parental Leave. Parental Leave is without pay and does not count as service. The maximum period of parental leave is 40 weeks. This is in addition to the 14 weeks paid maternity leave or paid primary care giver's leave. Any period of maternity leave without pay will be deducted from the 40 weeks parental leave. Where an employee's domestic partner is also an employee of the ACTPS, the aggregate period of parental leave and maternity leave without pay must not exceed 66 weeks.