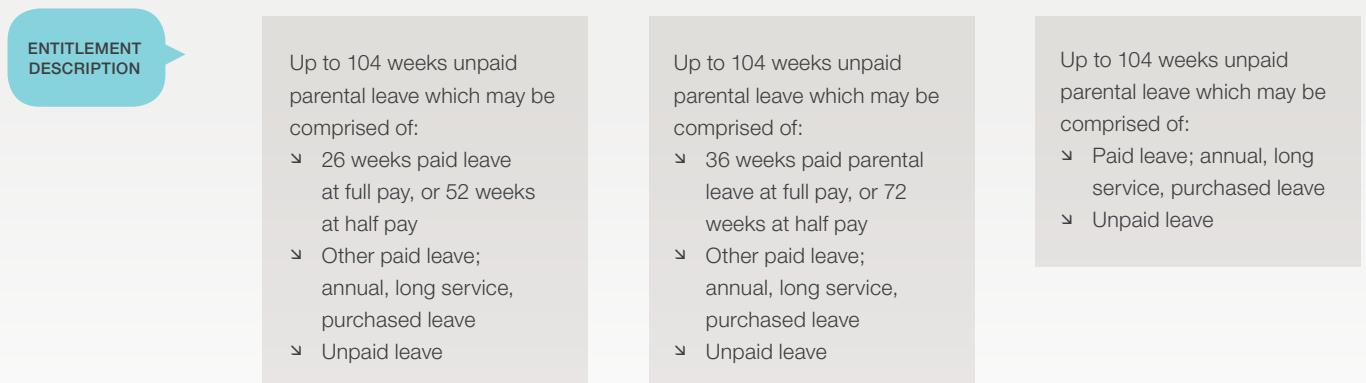
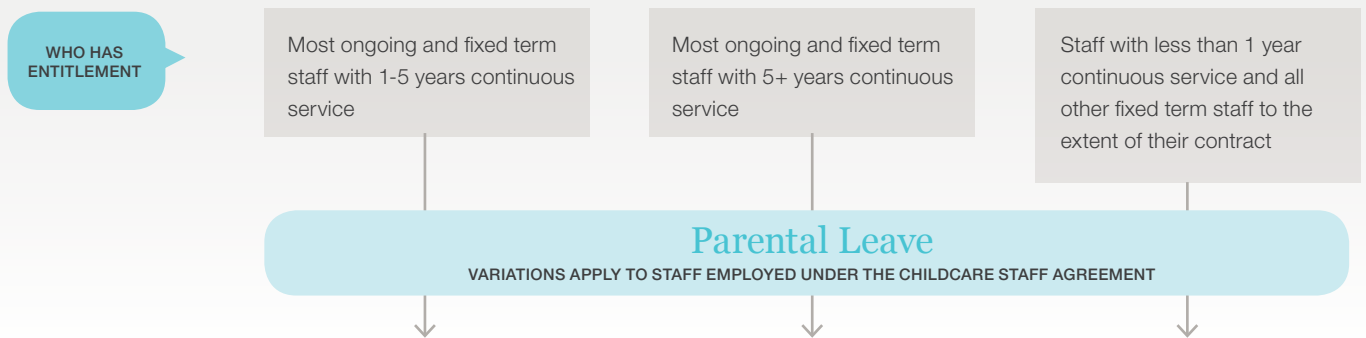


Overview of Parental Leave Entitlements at UWA

Primary Caregiver



Academic staff may elect to deposit up to 50% of the monetary value of their parental leave into an approved University account to assist in re-establishing their career. Their paid parental leave will be reduced by the equivalent amount

WORKING WHILE ON PARENTAL LEAVE
During unpaid parental leave you may undertake occasional casual work. Check eligibility with the Family Assistance Office if you are receiving assistance payments. During paid parental leave you may undertake a fractional appointment but fractional appointment plus paid leave must not exceed 1.0 FTE

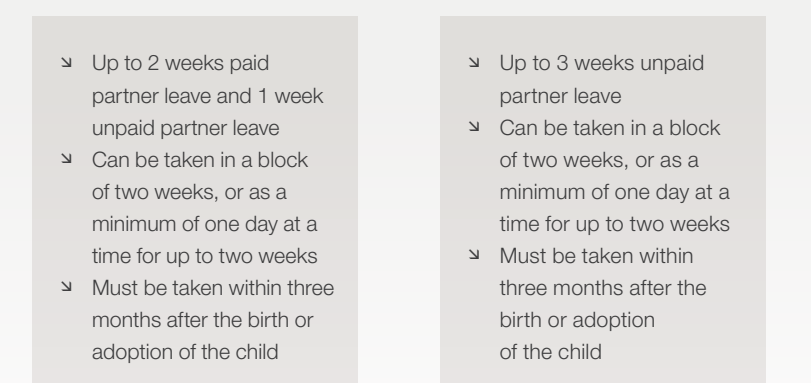
EMPLOYEE OBLIGATIONS

Application for parental leave
Employee to give at least ten weeks notice in writing of period of parental leave, along with a medical certificate confirming pregnancy and estimated date of birth or placement of adopted child. A copy of the child's birth certificate must be supplied ASAP after the birth or placement of the child

Variation of Application Six weeks notice of intention to reduce or extend period of leave	Return to work Must confirm their intention to return to work not less than six weeks prior to the expiration of parental leave. A medical certificate certifying fitness to return to work must be provided if returning within six weeks after the birth of the child
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RETURNING TO WORK
Return to the same position, or position equivalent in pay, conditions and status commensurate with the employee's abilities in the substantive position immediately prior to commencing parental leave
To return on a part-time or job-share basis to substantive position or to a different position of the same classification level at a minimum of 50% of the previous FTE but no less than 0.4 FTE
To revert to full-time work at the same classification level within two years of returning to work

Non-Primary Caregiver



- May take other paid leave such as annual, long service, or purchased leave
- May later become primary caregiver and may be eligible for Parental Leave as primary caregiver

To be eligible for second and subsequent paid parental leave an employee must return to work on each occasion:

- for a qualifying period of at least 12 months continuous service, and
- at 50% or more of the fraction of employment the employee held prior to commencing parental leave, provided that the return fraction is not less than 0.4 FTE

University Obligations to all Employees

To comply with legislation the University shall not terminate employment of an employee on the grounds of their application for parental leave or their absence on parental leave

The University shall not directly or indirectly discriminate against an employee on the grounds of pregnancy or family responsibilities

The University shall inform the employee of any decision to introduce major change likely to have an impact on the employee's position

The University shall inform any replacement employee of the temporary nature of their employment and the entitlement of the employee on parental leave to return to that position