



CHANGES TO PARENTAL LEAVE ARE COMING SOON. ARE YOUR LEAVE POLICIES UP TO DATE?

The Government's Paid Parental Leave Scheme is changing in a big way from 1 July 2023. To help you understand how your workplace will be impacted, we have set out key changes in the table below.

CURRENT SCHEME	AFTER 1 JULY 2023
Eligible primary carers receive up to 18 weeks of Parental Leave Pay.	A combined Parental Leave Payment of up to 20 weeks' pay is available for both parents to share between them. The birth mother or first adoptive parent must approve the parental leave days they share with their partner.
Eligible fathers or partners can receive up to two weeks pay. This is known as "Dad and Partner Pay".	"Dad and Partner Pay" no longer exists.
Eligible primary carers must take the Paid Parental Leave in one continuous period within the first 12 months of the birth or adoption with 30 days of leave pay allowed to be claimed within 24 months of the birth or adoption.	Paid Parental Leave can be taken flexibly in multiple blocks within 24 months of the birth or adoption.



CURRENT SCHEME	AFTER 1ST JULY 2023
<p>To receive the Parental Leave Pay, primary carers must have an adjusted taxable income of \$156,647 or less in the 2021-22 financial year.</p>	<p>To receive the Parental Leave Pay, primary carers must have an adjusted taxable income of \$156,647 or less in the 2021-22 financial year.</p> <p>If a primary carer does not meet this test, they will have an alternate family income test available to them. The family income test requires the combined family income to be \$350,000 or less in a financial year.</p>
	<p>For couples, the most Paid Parental Leave that one parent can take is 90 days. To receive the full 100 days, both parents will need to claim the leave.</p>
	<p>Eligible single parents will be entitled to the full 100 days of Parental Leave Pay.</p>

More changes may be coming. It has been proposed that Paid Parental Leave will be increased to 26 weeks by 2026, however this has not yet been legislated.

For full details of the changes, see [Parental Leave Pay](#).