

**PARENTAL AND PERSONAL / CARERS' LEAVE PROVISIONS – NSW / ACT (as at May 2001)**

	<b>MATERNITY LEAVE</b>	<b>PATERNITY LEAVE</b>	<b>ADOPTION LEAVE</b>	<b>PERSONAL/CARERS LEAVE</b>
Teachers in Catholic schools	Statutory entitlement under NSW I.R. Act of up to 52 weeks unpaid leave + 9 weeks paid award provision.	Statutory entitlement of up to 52 weeks (less any taken by partner) + award provision of one day's paid leave on day of birth or when child comes home. Personal / Carer's leave may also be used.	Statutory entitlement of up to 52 weeks for adoption of a child aged under 5 years + award provision of one paid day. (Dioceses and some independent employers now pay 9 weeks allowance for adoption of an infant).	Sick leave up to 10 days current and 30 days accrued per year to care for family members (Gay or de facto partners not included, but could be covered under 5 days provision for "pressing domestic necessity".)
Teachers in independent schools	Statutory entitlements. 9 weeks paid leave as per Catholic schools from January 29, 2001.	As for Catholic schools.	Statutory entitlements. 9 weeks paid leave as per Catholic schools from January, 2001.	Sick leave entitlements of up to 40 days total may be used to care for ill or injured immediate family member or members of household. One day pressing domestic necessity provision.
Teachers in Early Childhood.	Statutory entitlement of up to 52 weeks. Paid allowance only in KU centres or centres attached to Catholic or independent schools.	Statutory entitlement only, although some use of personal leave may be possible.	Statutory unpaid entitlement + the paid day, unless covered by KU, Catholic or independent award.	Personal leave of up to 25 days includes own sick leave and leave for caring for family members. No "pressing domestic necessity".
Support Staff in Catholic schools	Statutory entitlement + 9 weeks paid allowance as per teachers in Catholic schools.	As for teachers in Catholic schools.	As for teachers in Catholic schools.	As for teachers in Catholic schools but support staff can use all available sick leave accrued.
Support Staff in independent schools	Union has award claim as for teachers in independent schools.	As for teachers in independent schools.	Union has award claim as for teachers in independent schools.	As for teachers in independent schools.
ELICOS Teachers State Award.	Statutory entitlement under NSW IR Act.	1 day's paid leave + statutory entitlements	1 day's paid leave + statutory entitlements	Can use sick leave even for same sex partner 10 days/annum. Max 20 days accumulation.
ELICOS Fed Award	Up to 52 weeks unpaid under Federal IR Act.	Up to 52 weeks unpaid.	Available for child under 5 years. No paid leave.	10 days per year and max 20 days accumulated.