

WITHOUT PREJUDICE

Attachment C

Maternity Leave

Current Model

In the current model, where maternity leave crosses a vacation period, the vacation is paid as and counted as maternity leave as per the following example:

Maternity leave commencing 23 February 2015 (14 weeks of full pay)

23 February through to 29 May 2015 – Total 14 weeks

Term 1	Term 1 Vacation	Term 2	Total
23rd Feb to 3rd April	6th to 17th April	20th April to 29th May	
< ----- MATERNITY LEAVE ----- >			14 weeks (time)
6 weeks	2 weeks	6 weeks	14 weeks (leave)

Proposed Model

In the proposed model, where maternity leave crosses a vacation period, the vacation period would not be counted towards the maternity leave entitlement and would remain as vacation. This would therefore extend the period of the maternity leave so that the count applied only to school weeks; as per the following example:

Maternity leave commencing 23 February 2015 (14 weeks full pay)

23 February through to 12 June 2015 – Total 14 weeks

Term 1	Term 1 Vacation	Term 2	Total
23rd Feb to 3rd April	6th to 17th April	20th April to 12 th June	
< -MATERNITY LEAVE - >	< --- VACATION --- >	< -MATERNITY LEAVE - >	16 weeks (time)
6 weeks		8 weeks	14 weeks (leave)