

A photograph of a family of three in an autumn setting. A man with a beard and a woman with long blonde hair are smiling and looking at each other. The woman is holding a baby. The background is filled with fallen orange and yellow leaves.

PARENTAL LEAVE AT PORT OF BRISBANE



PORT of BRISBANE

Here for the future

A MESSAGE FROM OUR CEO



I am proud that in 2019 we have announced a significant change to our Parental Leave entitlements to better support parents starting or growing their families. It's important to us that employees can enjoy that time without worrying about how to balance their home and work commitments.

We have reduced the eligibility period for new employees to access company paid Parental Leave from 12 months tenure to 9 months. Equal paid pre-natal leave has been extended to mums and dads, to give both parents the opportunity to attend those exciting appointments before a child arrives.

We have increased the period of paid leave for Primary Carers to 16 weeks, well above the Australian average of 10.1 and offer 2 weeks of paid leave for Partners. Both men and women have the opportunity to identify as the Primary Carer.

Workplace Gender Equality Agency (WGEA) data shows that women retire on average with 46.6% less superannuation than men, which is partially attributed to women taking extended periods out of the workforce. To minimise the long term impact of caring responsibilities, we will continue to pay superannuation throughout the first year of parental leave, regardless of whether the leave is paid or unpaid.

Flexible work arrangements can be requested by our employees at any time as we know that every family is different, and caring responsibilities extend well beyond the months following a birth or adoption.

At PBPL we want to support our employees to bring their best at work and at home.

PARENTAL LEAVE ENTITLEMENTS



1 week of paid pre-natal leave for parents to attend those important appointments before a baby arrives



16 weeks of paid parental leave for the Primary Carer



Paid parental leave is flexible and can be split over **24 months**



2 weeks of paid parental leave for the Partner or Non-Primary Carer



Paid leave for a mother experiencing a stillbirth



Superannuation top up on all company paid and unpaid Parental Leave up to 12 months

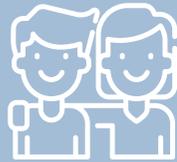


9 month minimum tenure to access Paid Parental Leave



16 weeks of paid adoption leave for the Primary Carer, 2 weeks of paid adoption leave for the Partner or Non-Primary Carer

OTHER SUPPORT FOR PARENTS



10 Keeping in touch days



Flexible work arrangements

can be requested prior to, or on, returning to work. This could include working from home, flexible working hours, job sharing, part-time work, breastfeeding and lactation breaks or flexible scheduling of meetings





For more information about
Parental Leave at PBPL
please contact the People
and Performance team.



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