

Ratified	Nov 06
Last reviewed	Feb 2010
Review due	Feb 2011
Contact person	VPO

Parental Leave Benefit

Policy

The Association will offer eligible practising members on parental leave a special benefit of two years membership for the price of one year.

Guidelines

- Eligible members can apply for this special member benefit following the birth or adoption of child. Parental Leave is not a category of membership but a special rate of two years membership for the cost of one year.

To be eligible:
 - Members need to have had 5 years continuous full membership with the Association including the year prior to application at the full membership rate and be in the eligible membership category of Practising only. (Continuous membership can include previous approved Speech Pathology Australia parental leave, providing this is not the year immediately preceding the application, but does not include membership through the reduced fee from 1 September).
 - Members will need to complete the 'Parental Leave Benefit application form' that will be available via the website or from National Office and provide a copy of the birth certificate or adoption certificate. Completion of the 'Parental Leave Benefit application form' will include signing the declaration on the form that they:
 - were the primary carer of the child/children;
 - were on leave from all paid positions for a period of six months during the previous year (may also include the period up to the end of February); and
 - can supply additional supporting documentation if requested.
- Members in Professional Self Regulation (PSR) will need to complete the PSR declaration form.
- Members will need to follow up Professional Indemnity with Guild Insurance directly.
- Members will need to have returned their updated and signed renewal notice, PSR declaration form and Parental Leave Benefit application form to be received at National Office by the last working day of February to be considered.
- Applications for the Parental Leave Benefit cannot be prospective. If the child is due later in the year the member can apply for the Parental Leave Benefit the following year, but they must be a full financial member for 5 years prior to application.
- CMG, on behalf of Council, may decide to vary the policy in cases of special circumstances, which will be considered on a case by case basis.

- Options for varying the policy include, for example:
 - providing an extension to a deadline
 - granting a continuation of PSR status
- Delay in postal delivery of documents will not be considered as a special circumstance. Members should be aware that postal delays may occur, and ensure that their documentation is submitted in a timely manner.
- Members cannot have consecutive years' Parental Leave as a payment needs to be received the year prior to being granted the Parental Leave Benefit.