



Paid Parental Leave Policy

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Suite 5, 1 Milton Parade, Malvern VIC 3144

P 1800 888 479 | **F** 03 9824 4022 | www.timber.asn.au | **ABN** 44 004 063 263 © Master Grocers Australia Limited

Purpose

Master Grocers Australia and Timber Merchants Australia (MGA TMA) is an association of family enterprises and privately-owned businesses who operate independent supermarkets, liquor stores, hardware outlets and timber supplies, who are committed to supporting each other and promoting the interests of the independent retail supermarket, liquor, hardware and timber industries.

MGA TMA is a high performing organisation, with a team of professional staff who are dedicated and committed to assisting the members in all aspects of their businesses. We strongly believe in promoting the interests of our members through advocating on their behalf with Federal and State Governments and other administrative organisations and associations, with the objective of achieving outcomes that contribute to the sustainability and success of their businesses.

MGA TMA has developed a series of policies on specific topics that represent the views of our organisation and that affect the livelihood and future growth of our members businesses. Each policy is based on the principles of fairness for employers, employees and the community.

Objectives

The objectives of this policy are as follows:

- To reduce red tape and administrative burden on small businesses by removing the requirement for them to administer the government's paid parental leave scheme.

MGA TMA Position - Paid Parental Leave

Paid parental leave changes have been on the parliamentary agenda since 2014, yet still no legislation has been implemented. As a result, businesses are still being forced to act as paymasters for paid parental leave payments and this is a task that should be carried out by the Federal Government's Family Assistance Office, and not the employers.

There is no reason why business should have to act as the 'pay-clerk' when the Family Assistance Office can do the job. In fact, the Family Assistance Office did the job when the scheme first started. By moving the responsibility for administering the Paid Parental scheme back to the Family Assistance Office, it would at least give some respite to businesses who are forced to cope with a multitude of red tape requirements on a daily basis.

To put it into perspective, the abolition of the pay clerk burden (on all employers, big and small) from the paid parental leave scheme, would save businesses an estimated \$44 million per year.

Jos de Bruin



CEO

MGA TMA