



## Parental Leave Policy and Factsheet

We are pleased to launch the Women Lawyers Association of Queensland's (**WLAQ**) template Parental Leave Policy (**Policy**) and Parental Leave Factsheet (**Factsheet**).

The Policy and Factsheet provide WLAQ members with guidance in relation to parental leave entitlements and other benefits. The intention of the materials is two-fold:

- to provide individual members with resources to facilitate discussions about parental leave entitlements and other benefits available having regard to the legislative framework and industry trends.
- to provide law firms, particularly those that do not have an existing parental leave policy, with resources to assist with developing an internal parental leave policy. This includes providing industry insights to inform you about how other firms are supporting employees taking parental leave.

The Policy can be used as a template or guide for WLAQ member firms who do not have an existing parental leave policy. The Policy can be used to provide guidance for employees about their statutory entitlements and a framework for how to access these entitlements. The Policy also provides guidance on additional benefits such as paid parental leave. The Policy could also be used to assist firms to review their existing policy to ensure compliance with legal obligations, as of August 2023.

The Factsheet provides an overview of the parental leave entitlements and benefits that are being offered within the legal industry. This information can be taken into account when considering whether to implement a policy or review any existing policy.

We thank Kingson Reid, Australia's premier national workplace relations, employment and safety law firm, for its assistance preparing these materials.

Please contact WLAQ if you have any questions about the Policy or Factsheet.