

## **HR BRIEFING SESSION – MATERNITY LEAVE**

### **References**

#### **Forms**

Refer <http://www.adm.monash.edu.au/workplace-policy/forms/>:-  
Application for Maternity Leave  
Return from Parental Leave Agreement  
Return to Work Deed

#### **Legislation**

*Equal Opportunity Act 1995* (Vic) – [http://www.austlii.edu.au/au/legis/vic/consol\\_act/toc-E.html](http://www.austlii.edu.au/au/legis/vic/consol_act/toc-E.html)

*Fair Work Bill 2008* (Cwth) –  
<http://www.workplace.gov.au/workplace/Publications/Legislation/FairWorkBill>

*Workplace Relations Act 1996* (Cwth) – [http://www.austlii.edu.au/au/legis/cth/consol\\_act/toc-W.html](http://www.austlii.edu.au/au/legis/cth/consol_act/toc-W.html)

#### **Monash University Enterprise Agreement (Academic and General Staff) 2005**

Refer <http://www.adm.monash.edu.au/enterprise-agreements/>:-  
Clause 14 – Consultation About Change  
Clause 31 – Voluntary Reduced Working Year  
Clause 34 – Definitions and General Conditions  
Clause 39 – Application of Parental Leave  
Schedule 5, paragraph (m) – Parental Leave (Maternity)

#### **Policy, Procedures and Guidelines**

Advance Payment of Salary – <http://www.adm.monash.edu.au/workplace-policy/remuneration/salaries/advance.html>

Breast Feeding Policy - <http://www.adm.monash.edu.au/workplace-policy/leave/parental/breastfeeding.html>

Children on Campus Policy - <http://www.adm.monash.edu.au/workplace-policy/leave/parental/children-on-campus.html>

Family Responsibilities – Guidelines for Employers and Employees –  
<http://www.humanrightscommission.vic.gov.au/projects%20and%20initiatives/familyresponsibilities.asp>

Home Based Work Policy - <http://www.adm.monash.edu.au/workplace-policy/leave/parental/home-based-work.html>

Job Share Policy - <http://www.adm.monash.edu.au/workplace-policy/leave/parental/job-share.html>

OHS Information Sheet 18 – Pregnancy and Work –  
<http://www.adm.monash.edu.au/ohse/documents/index.html#P>

Pre-natal Leave Policy - <http://www.adm.monash.edu.au/workplace-policy/leave/parental/prenatal.html>

Procedures for Protecting the Unborn Child from the Effects of Ionising Radiation -  
<http://www.adm.monash.edu.au/ohse/documents/index.html#P>

Procedures for Protecting Unborn and Breast-fed Children from the Effects of Maternal Exposure to Chemicals, Biologicals and Animals –  
<http://www.adm.monash.edu.au/ohse/documents/index.html#P>