

When on parental leave

Employees on unpaid parental leave have various entitlements:

- [keeping in touch days \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/keeping-in-touch-days\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/keeping-in-touch-days)
- [other leave entitlements during parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/other-leave-entitlements-during-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/other-leave-entitlements-during-parental-leave)
- [extending parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/extending-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/extending-parental-leave)
- [going back to work early \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early)
- [ending employment during parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/ending-employment-during-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/ending-employment-during-parental-leave)

Keeping in touch days

Visit the [Keeping in touch days \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/keeping-in-touch-days\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/keeping-in-touch-days) page to find out about:

- keeping in touch during parental leave
- how many days can be taken
- payment received on these days.

Other leave entitlements during parental leave

Check [Other leave entitlements during parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/other-leave-entitlements-during-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/other-leave-entitlements-during-parental-leave) to find out about:

- leave that can be accumulated during parental leave
- other leave that can be taken during parental leave.

Extending parental leave

Visit the [Extending parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/extending-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/extending-parental-leave) page to learn about:

- extending leave within the initial 12 months of parental leave
- extending leave beyond the initial 12 months
- whether a request to extend parental leave can be refused
- how an extension can affect a partner's parental leave entitlements.

Going back to work early

Visit the [Going back to work early \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/going-back-to-work-early) page to find out about:

- returning to work from parental leave earlier
- whether an employee can be asked to return to work earlier
- how going back to work early affects a partner's parental leave entitlements
- cancelling leave because of a still birth or infant death.

Ending employment during parental leave

Visit the [Ending employment during parental leave \(www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/ending-employment-during-parental-leave\)](http://www.fairwork.gov.au/Leave/maternity-and-parental-leave/When-on-parental-leave/ending-employment-during-parental-leave) page to learn about:

- requirements when an employee resigns while on parental leave
- whether an employer can dismiss an employee or make them redundant during parental leave
- parental leave entitlements when a business changes owners.

Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.