



Australian Government
Department of Social Services

Mr Jason Lange
Executive Director
Office of Best Practice Regulation
Department of the Prime Minister and Cabinet
1 National Circuit
BARTON ACT 2600

Email: helpdesk-OBPR@pmc.gov.au


Dear Mr Lange

**Regulation Impact Statement–Enhanced Paid Parental Leave for Families–
Second Pass Final Assessment**

I am writing in relation to the attached Regulation Impact Statement (RIS) prepared for the Enhanced Paid Parental Leave for Families measure.

I am satisfied that the RIS is consistent with the six principles for Australian Government policy makers, as specified in the *Australian Government Guide to Regulatory Impact Analysis*.

The regulatory costs are estimated at around \$920,000 per year. This includes a net save to individuals of around \$540,000 and a cost of around \$1.46 million to businesses. The regulatory impact on businesses is considered minimal, with employers only required to pay up to an additional two weeks of leave on behalf of the Government's Paid Parental Leave Scheme.

With the Paid Parental Leave scheme established in 2011, parental leave payments and other leave types paid by the employer post-birth are now considered standard business practice and do not create a large impost for employers. As such, the department will not be seeking offsets for this measure.

I submit the RIS to the Office of Best Practice Regulation for formal final assessment.

Yours sincerely

Troy Sloan
A/g Deputy Secretary
Department of Social Services
25 March 2022