



**Australian Government**  
**Department of Social Services**

Mr Jason Lange  
Executive Director  
Office of Best Practice Regulation  
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Dear Mr Lange *Jason*

**Regulation Impact Statement – Third Pass Assessment – Increased Equality Under the Paid Parental Leave Scheme**

I am writing in relation to the attached Regulation Impact Statement (RIS) prepared for the Increased Equality Under the Paid Parental Leave Scheme 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*.

Regulatory costs are estimated at around \$7.48 million per year. This includes a cost to individuals of around \$5.34 million and a cost of around \$2.13 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.

Due to the complexities associated with measuring workforce participation, particularly the impact of other government policies such as Child Care Subsidy, it was not possible to quantify the impacts of increased workforce participation by women that are anticipated to occur as a result of this policy.

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.

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

Yours sincerely

*mq7flavel*

Matt Flavel  
Deputy Secretary  
Department of Social Services  
20 October 2022