

## Combined childcare and paid parental leave policy workshop

- The two policy areas were combined, recognising the overlaps between childcare and paid parental leave and that the federal government has released a family package paper that addresses both.
- Those attending the workshop represented members from metropolitan, regional and rural areas, and also fulltime employees, students and business owners. There was input from both users and providers of childcare. The discussion was very informed.
- The workshop discussion covered the interdependence between paid parental leave and childcare and the need for the latter to flow seamlessly from the former.
- Members affirmed the BPW Australia policy that childcare should be rebatable not tax deductible, recognising that a woman/family earning a higher income that attracts a higher tax rate would receive a commensurately higher tax deduction – thereby reducing their overall childcare costs comparative to someone who earns less, pays less [or no] tax and receives minimal tax deduction from the same level of expenditure on childcare. Tax rebates are fair and equitable for all families who use childcare.
- Those present at the workshop discussed drafting a workforce engagement policy statement rather than separating these two, which was well received when reported back to members at the end of the day.