

## SUMMARY OF PARENTAL LEAVE ENTITLEMENTS

*These summary tables are intended to provide guidance to staff members and HR practitioners on the duration of revised parental leave entitlements in accordance with the Parental Leave policy effective 1 January 2023, published in WHO eManual Section III.6.15 Parental leave.*

	<b>Continuing, Fixed Term &amp; Temporary 420.4 ≥ 12 mths</b>		<b>Temporary 420.4 &lt;12 mths &amp; &gt; 6 mths</b>		<b>Temporary 420.4 ≤6 mths</b>	
	<i>Single child</i>	<i>Multiple children</i>	<i>Single child</i>	<i>Multiple children</i>	<i>Single child</i>	<i>Multiple children</i>
<b>NON-BIRTHING</b>	<b>16 weeks (112 days)</b>	<b>18 weeks (126 days)</b>	<b>8 weeks (56 days)</b>	<b>10 weeks (70 days)</b>	<b>4 weeks (28 days)</b>	<b>6 weeks (42 days)</b>

<b>BIRTHING MOTHER/PARENT</b>	<b>Continuing, Fixed Term &amp; Temporary 420.4 ≥ 12 mths</b>		<b>Temporary 420.4 &lt;12 mths</b>	
	<i>Single child</i>	<i>Multiple children</i>	<i>Single child</i>	<i>Multiple children</i>
<b>Standard parental leave</b>	16 weeks (112 days)	18 weeks (126 days)	8 weeks (56 days)	10 weeks (70 days)
<b>Additional leave for birthing mother/parent</b>	10 weeks (70 days)	12 weeks (84 days)	8 weeks (56 days)	10 weeks (70 days)
<b>Total</b>	<b>26 weeks (182 days)</b>	<b>30 weeks (210 days)</b>	<b>16 weeks (112 days)</b>	<b>20 weeks (140 days)</b>

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