### What is concurrent parental leave?
Concurrent parental leave refers to leave associated with the birth or adoption of a child taken by one parent at the same time as the other parent is on maternity or extended parental leave and/or at home with the child as primary carer. Concurrent parental leave is available to the parent who is not taking the primary caring role for the child at that time.

The maximum period of concurrent parental leave (paid and unpaid) is 8 weeks.

### Who is entitled to concurrent parental leave?
All continuing and fixed term employees are entitled to concurrent parental leave.

Casual employees are not eligible for concurrent parental leave unless they have been employed by the University on a regular and systematic basis during a period of at least 12 months and have a reasonable expectation of ongoing employment.

### Is concurrent parental leave paid or unpaid?
If you have special leave to credit, you can access up to 10 days’ paid concurrent parental leave. The remaining entitlement to concurrent parental leave is unpaid.

### When can I take concurrent parental leave?
You can commence concurrent parental leave any time from 1 week before the expected date of birth of your child or, in the case of adoption, any time from the date of placement.

Paid leave in the form of special leave must be completed within 3 months of the date of birth or adoption. Unpaid leave must be completed within a year of the date of birth or adoption.

### Must I take concurrent parental leave in one continuous block?
No, special leave can be taken in any configuration.

Unpaid leave must be taken as a minimum of 2 week blocks. However, it may be possible to negotiate shorter periods, depending on the needs of your workplace.

### What evidence must I provide to apply for concurrent parental leave?
You are required to provide evidence of your child’s date of birth or adoption with your application.

### If I take concurrent parental leave, can I access Dad and Partner pay provided by the Federal Government?
Yes, if you meet the eligibility requirements and you are on unpaid leave you may be able to receive Dad and Partner Pay at any time in the first year after your child’s birth or adoption.

Further information is available on the [Dad and Partner Pay](#) site.

### Further Details
- [Charles Sturt University Enterprise Agreement (2013 – 2016)](#)
- [Leave Manual](#)