



Government Sector Labour Relations

Shaping a contemporary government sector workforce

Circular 3 of 2024 – Superannuation on Unpaid Parental Leave

Application

1. This Circular applies to all Western Australian public sector employers.

Background

2. In 2021 the WA Government started providing 12 weeks of superannuation contributions on unpaid parental leave in replacement industrial agreements.
3. In 2023 the Government started offering 24 weeks during agreement negotiations. Several public sector occupational groups are yet to receive this enhanced condition.
4. On 8 March 2024 the Premier announced that all public sector employees will have administrative access to 24 weeks of superannuation on unpaid parental leave.

Instruction

5. All public sector employees who are on parental leave as at 1 July 2024 – and any employee that commences on parental leave after this date – will receive up to 24 weeks of superannuation on unpaid parental leave.
6. This arrangement is to be included in all replacement public sector industrial agreements.

Further advice

7. Please Contact your [Labour Relations Adviser](#) should you require further information.

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