
CIRCULAR: GEN/215/NAT/215/25
DATE: 6 November 2025
SUBJECT: New Bill Passes for Paid Parental Leave for Parents of Stillborn Children
ATTENTION: Chief Executive Officer

This week, the Federal Government passed a Bill (*Fair Work Amendment (Baby Priya's) Bill 2025 ('the Bill')*) in Parliament which seeks to ensure workers will not lose out on employer-funded paid parental leave if their child is stillborn or passes away shortly after birth. There is a small exception to this where the terms / conditions of employment expressly state that the employee is not entitled to the paid leave in such events and those terms / conditions were not unilaterally varied after the date of the new laws coming into effect.

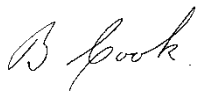
The Bill is named after a baby girl, Priya, who passed away at 6 weeks of age following a premature birth. In the ensuing days, her mother's employer cancelled her paid parental leave, prompting her to advocate for change.

The Bill would amend Division 7, Part 2-9 of the Act, to prohibit employers from:

- refusing to allow an employee to take paid parental leave; or
- cancelling any part of the paid leave without a request from the employee

In the event that an employee's child is stillborn or passes away, the employee will still be entitled to employer funded paid parental leave. The passing of the Bill does not impose a requirement to provide paid parental leave; it only regulates what happens where paid leave is an entitlement under the employee's terms and conditions of employment.

As the Bill has now been passed in both Houses of Parliament, it will come into effect the day after it receives Royal Assent.



Brian Cook
Managing Director

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