

4 page Submission

The Australian Government Productivity Commission Draft Report, Parental Leave for Parents with Newborn Children pg. v recognizes we need strong support and sustainable economic growth as the population ages. We must change the population demographic graph from one with a hump around sixty years age group to a gentle slope from left to right with the highest point of population density at conception with a gentle fall as the graph approaches one hundred and twenty.

We need to support qualified women in the manner they have become refined who pursue motherhood by means testing this against her degree of training and ability and the cost to maintain this. Unless we education savvy means test women there will be no incentive to educate women. Darwin around 1900, said when we educate women we have a double effect; educating and lifting the standard of life in the society.

We must pay women at their education and training level and also recognize disability and current education being undertaken and participation in the workforce. For example; a mother should receive benefit at the same level of a nurse or teacher. A mother of a handicapped child should receive payment at a rate of occupational therapist or physiotherapist. A psychiatric – patient – mother should receive benefit commensurate with a psychiatrist. A doctor should receive is not handicapped should receive payment as an occupational therapist..

Accreditation should be given for the role required, the training completed and the training being undertaken and participation in the workforce.

In the interest of harmonious society, every child should stay in the full –time care of at least one primary caregiver until their seventh birthday when they commence instruction at school. Show me a child until their seventh year and I will show you the man. Children need the world interpreted for them by a trusted adult. This relationship will last for life and be strong foundation.

When there are three children under five or five children under seven consider the option of two parents on leave, ideally Mum and Dad with the option for an Uncle or Aunt, at least until the youngest is seven years old. Consider part-time work resumption when the youngest is seven and full time work resumption when the youngest is twelve and all adults back to work when the youngest is eighteen. Which adult and when they go back to work should be negotiable.

The cost of the family support package should be two thirds of GDP. Employer Tax Incentives through Gpay and pooling and direct payments from ATO should negotiate paid leave and unpaid leave negotiated. Superannuation, self-employed status, HECS Parental Loan Contribution and welfare should be negotiated.

Children benefit from at least six months with mother (pg 2.23). We need to relieve the financial pressures on liquidity-constrained families. (pg 1.1). Babies and young children deserve a good start in live.(pg1.10) Indeed we need to nurture families.

Business benefits by attracting and retaining talented employees, protecting significant investment in training and development, improving staff retention and turnover, and supporting family friendly practices in workplaces which keeps skilled workers. (pg 7.8)

Families are failing for lack of funds. (5.23) GDP is \$320 (pg 8.20) The present scheme of paid parental leave cost 527 million (pg 2.34). Even at a suggest cost of 166billion these are both undervalue. Aim for GDP of \$1078 billion factoring in business and a projected average salary of \$70k by 2020. The Commissions Proposal is \$1.5 billion, 26% of Tax Revenue with proposed care focusing on first two years of child's life.

(pg 13.1)

Bottom line

Women who entered the workforce between 1978 and 2008 should be encouraged to pursue their vocation, be it workforce or motherhood. (5.6), to maintain size of employment labour force participation and other labour market benefits

(pg 5.34)

Further consider educating and employing the retired and pensioned workforce by providing a scaffolding of the workplace and providing incentives where appropriate.

Occupational Therapists and health professionals, as well as teachers, educators and facilitators need to tactfully and accurately access skills, talents, aptitudes, resources and abilities and be careful not to dampen enthusiasm with overload.

The option for mandated paid parental leave with the option that the primary care giver be nominated for seven years and not necessarily the mother or father.(pg1.7)

In response to the Swan, Gillard ,Macklin 2008 request to explore ways working mums can balance work and family have a primary caregiver Dad or uncle.

Finally, Families will pull the economy through the next twenty years. Give families two thirds GDP at least \$212 billion by 2020.

