

## **Industrial Relations Amendment (Adoption Leave) Bill 2003**

### **Explanatory note**

This explanatory note relates to this Bill as introduced into Parliament.

#### Overview of Bill

Adoption leave (being a form of parental leave taken in connection with the adoption of a child) is currently restricted to the adoption of a child under the age of 5 years. The object of this Bill is to amend the *Industrial Relations Act 1996* to remove the age restriction and provide, if the other requirements imposed by New South Wales law are met, that adoption leave is available for the adoption of a child under the age of 18 years.

#### Outline of provisions

**Clause 1** sets out the name (also called the short title) of the proposed Act.

**Clause 2** provides for the commencement of the proposed Act on the date of assent.

**Clause 3** is a formal provision that gives effect to the amendments to the *Industrial Relations Act 1996* set out in Schedule 1.

#### **Schedule 1 Amendments**

**Schedule 1 [1]** amends section 55 (4) of the *Industrial Relations Act 1996* to achieve the object of this Bill stated in the Overview.

**Schedule 1 [2] and [3]** insert savings and transitional provisions in the *Industrial Relations Act 1996* consequent on the enactment of the proposed Act.

Proposed clause 13B of Schedule 4 provides that the amendment to section 55 (4) does not apply to an adoption of a child if placement of the child occurred before the commencement of the proposed Act.