



Maternity Leave Scheme

1. Definitions

Applicant means a driver who is an Eligible Recipient and who applies to HRNSW for funding under the Scheme.

HRNSW means Harness Racing New South Wales ABN 16 962 976 373

2. Purpose

The purpose of the Maternity Support Scheme (the **Scheme**) is to provide a measure of financial support for pregnant drivers who are required to cease driving at the end of the first trimester of their pregnancy under the harness racing rules of racing.

3. Scope

The Scheme applies to pregnant drivers who meet the following criteria (**Eligible Recipients**):

- a) is a resident of New South Wales;
- b) has been licensed with Harness Racing NSW as a driver for at least 12 months prior to the date they are required to cease driving under harness racing rules;
- c) has or will have a reduced income in the second or third trimester of pregnancy as a result of being required to cease driving under the rules of harness racing.

4. Scheme Details

4.1 The Scheme

To assist our pregnant drivers HRNSW has developed a maternity leave support scheme to provide financial support for those Eligible Recipients who are required to cease driving after the first trimester of their pregnancy under harness racing rules.

4.2 Scheme Payments

Where the Scheme applies, HRNSW will pay the Applicant an amount equal to the average weekly income earned by the Applicant from driving in NSW races in the 12 month prior to the date the Applicant ceases driving under the harness racing rules (including any payments received under applicable worker compensation legislation), total payment capped at \$7,500. The applicant has the choice of one the following payments periods

Payment Period	Weekly Amount	Maximum Capped Amount
10 Weeks	\$750.00	\$7,500
20 Weeks	\$375.00	\$7,500
40 Weeks	\$187.50	\$7,500

Where it is deemed that an Applicant is eligible to receive funding under the Scheme, Scheme Payments will be made on a fortnightly basis through the Stakes payment system. Scheme Payments made in error will be recovered through the Stakes payment system or through alternative debt recovery means as necessary.

No superannuation payments will be made by HRNSW on Scheme Payments. Applicants are responsible for declaring Scheme Payments to the Australian Taxation Office and paying any tax due.

How does the Scheme affect the Federal Government's Paid Parental Leave Scheme?

The Scheme is designed to operate independently of the Federal Government's Paid Parental Leave Scheme, which entitles an eligible parent to 'Parental Leave Pay' for up to 18 weeks following the birth of a child. Further details in relations to the Federal Government's Paid Leave Scheme can be found here:

<https://www.servicesaustralia.gov.au/individuals/services/centrelink/parental-leave-pay>.

It is important to note, the Scheme Payments may affect an Applicant's ability to satisfy the 'income test' requirement under the Federal Government Paid Parental Leave Scheme if the Scheme Payments increase the Applicant's income beyond an identified threshold (which is calculated from the financial year before either the birth or adoption, or the date the claim is lodged whichever date is earlier).

Applicants are encouraged to obtain independent advice which takes into account their own individual circumstances if they have any concerns or queries in relation to their ability to access the Federal Government's Paid Parental Leave Scheme as a result of receiving funding under the Scheme.

Is a driver eligible under the Scheme?

A driver is eligible under the scheme, but as they are generally engaged under a direct contract of employment with a Trainer/Stable their employer will have an obligation to provide them with alternate safe duties to perform during the second and third trimester of their pregnancy. If there is no safe job, in some circumstances full-time or part-time employees are entitled to paid 'no safe job leave". Further information is available on the Fair Work website at: <https://www.fairwork.gov.au/leave/maternity-and-parental-leave/pregnant-employee-entitlements>.

The Scheme only applies to the extent income has actually reduced during the Payment Period and is less than the Scheme payment cap, so drivers may receive reduced payments or no payments from the Scheme if they continue to receive payments from their employer.

4.3 Application Process

Eligible Recipients can apply to HRNSW for Scheme Payments by:

- a) Completing the Maternity Support Scheme Application Form prior to the end of the first trimester; and
- b) Providing the supporting documentation required by HRNSW, including
 - (1) A medical certificate confirming their pregnancy and the date of the end of their first trimester;
 - (2) Evidence they are a resident of New South Wales; and
 - (3) Any other evidence as may be requested by HRNSW in order for HRNSW to become satisfied that the Applicant is eligible to receive funding under the Scheme.

Applications for payments under the Scheme must be submitted to HRNSW by email or post at:

Email address: mates4harness@hrnsw.com.au

Postal Address: Attention Mates 4 Harness
C/- Harness Racing NSW
PO Box 1034
Bankstown NSW 1885

Each application will be assessed on an individual basis to ensure that the Applicant meets the necessary eligibility criteria. Applicants will then be contacted by HRNSW to confirm whether their application has been approved or denied. HRNSW retains the right, in its sole and absolute discretion, to approve or deny any application for payments under the Scheme, including the right to refuse to make any payments under the Scheme, for any reason and without giving reasons.

5. Application of this Scheme

HRNSW may review, amend or discontinue this Scheme from time to time. HRNSW will notify participants of any changes by posting an updated version of this Scheme on the Harness Racing NSW (<https://www.hrnsw.com.au>) and or their Mates 4 Harness Welfare (www.mates4harness.com.au) websites.

6. Version History

Current Version:	1.0	Date Created	04/12/2020	Effective Date	1/07/2021
Scheme Owner	HRNSW Education & Welfare Manager		HRNSW Board Approved	25/03/2021	
Enquiries	HRNSW Education & Welfare Manager		Next Review	30/06/2022	