

Shareholder's Parental Leave Policy

Version 1.8

5 April 2023

Review date: TBA

This document outlines the policy of CCL in relation to an absence of a Shareholder from Chambers for the purposes of parental leave.

Definitions

Shareholder means an individual member of the NSW Bar who holds a current practicing certificate and who is either:

- (i) the sole shareholder; or
- (ii) together with their spouse and/or children are the only shareholders, in a company that holds a share or shares in CCL; or
- (iii) together with their spouse and/or children are the sole beneficiaries of a trust that holds the 100% beneficial interest in a share or shares in CCL.

Parental Leave means leave in connection with the birth or adoption of a child.

Policy

1. Aligned with the NSW Bar Association, CCL encourages its Member Floors to adopt the 'Model Parental & Other Extended Leave Best Practice Guidelines' as published by the NSW Bar Association in October 2022.
2. In circumstances in which, following all reasonable efforts by the Shareholder where the Shareholder's chambers is located (including seeking the assistance of the floor on which the Shareholder's chambers is located), a Shareholder has been unable to licence their chambers for some or all of the period of their Parental Leave, application may be made to CCL to waive maintenance contributions during such period of the Shareholder's Parental Leave as their chambers is not licenced. Applications should be made to the CEO of CCL.
3. CCL will consider all applications made in accordance with paragraph 2. CCL is entitled to have regard to any matter which it considers relevant in considering such applications. CCL may, in its absolute discretion, agree to waive maintenance contributions for some or all of the period for which waiver is sought, or may refuse the application, with or without giving reasons.

4. The Shareholder is required to comply with all reasonable requests by CCL for such further information as CCL requests for the purpose of considering any application made in accordance with paragraph 2. If CCL seeks information from the Shareholder's floor, consent to such information being provided to CCL should not unreasonably be refused.

5. During a period of Parental Leave the Shareholder:
 - a. is encouraged to maintain contact with CCL and will be sent all CCL emails and communications while on leave;
 - b. must ensure that they maintain a current practising certificate and professional indemnity insurance while on leave;
 - c. will, unless they request otherwise, continue to be listed on CCL's foyer notice boards and will continue to be provided with CCL Network services; and
 - d. will be offered the opportunity and have assistance with setting up home-based work arrangements including remote access to work email accounts and CCL Network Support.