

PARENTAL LEAVE POLICY

The Parental Leave Policy was implemented to provide financial support to physicians who would like to spend time with their newborn or adopted child. Eligible members may receive benefits paid at a rate of \$2,000 per week for a maximum of 26 consecutive weeks. Physicians have the option to spread this benefit over a maximum of 52 consecutive weeks from date of birth at a reduced rate if they wish to do so.

Eligibility:

To be eligible to apply for parental leave benefits, a physician member who wishes to stay home with their newborn child or adoptive child (aged 5 years or younger) must meet the following criteria:

- Must be a resident of Nova Scotia;
- Must be a member in good standing with Doctors Nova Scotia;
- Must maintain a Full membership or Special Consideration: Members on Leave membership* with Doctors Nova Scotia while on leave;
- Must have \$50,000 in billings or contract earnings during the immediate 12 months prior to baby's date of birth or leave start date if after date of birth;
- Earnings cannot exceed \$1,200 per week while benefits are being received.

** Members on parental leave may be eligible to apply for the Special Consideration: Members on Leave membership category and pay reduced membership fees. For more information, contact our membership department: catherine.gervais@doctorsns.com or deborah.wentzell@doctorsns.com*

Policy:

- Application for benefits must be received within the 52 weeks of date of birth (**parental leave**) or 52 weeks from date of taking over care of the child (**adoption leave**). Benefits will not extend beyond the 52 weeks. Applications received beyond the 52 weeks will not qualify for benefits.
- Leaves may begin at any time during the first year but must be completed during the first year as well.
- Members may take up to 26 consecutive weeks (cannot start and stop benefits). Once a claim has stopped, benefits for that child will cease.
- Members have the option to spread the benefit over a maximum of 52 consecutive weeks from date of birth at a reduced rate if they wish to do so.
- If both parents are physicians, each member is eligible to apply for 26 weeks.

Documentation Required:

- Date of birth of child or if the child is detained in hospital, date of hospital release.
- Date of taking over care of child in the case of adoption.
- An income statement providing your gross earned income for the past four quarters.
- Permission to access MSI billing for verification of income status for the time spent on parental leave. Earned income must not exceed \$1,200 per week while claiming parental leave benefits.
- Void cheque for deposit of benefits.

Payment:

- Benefits will be paid on a monthly basis. Benefits are paid on the 15th of each month and represent eligible weeks in the prior month (November benefits are paid in December).
- Electronic transfer of funds is mandatory.

Parental leave benefits are taxable benefits and physician members will be issued a T4A in the physicians' name. T4As cannot be issued to a corporation.

Appeals:

Appeals will be individually assessed.

Review Date: Annually

Date: April 1, 2023