

1. Definitions

Applicant means a pregnant jockey or driver who is an Eligible Recipient and who applies to RQ for funding under the Scheme.

QRIC means the Queensland Racing Integrity Commission.

RQ means The Racing Queensland Board (trading as Racing Queensland) ABN 80 730 390 733.

2. Purpose

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

3. Scope

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

- (a) is an Australian citizen or permanent resident;
- (b) is a resident of Queensland;
- (c) has been licensed with the QRIC as a jockey or a driver for at least 12 months prior to the date they are required to cease riding or driving under the applicable rules of racing;
- (d) has earned income primarily (at least 60%) from riding or driving in races over the previous 12-month period;
- (e) does not hold any other type of licence with the QRIC; and
- (f) has or will have reduced income in the second or third trimester of pregnancy as a result of being required to cease riding or driving under the rules of their respective code of racing.

4. Scheme Details

4.1. The Scheme

To assist our pregnant jockeys and drivers, RQ has developed a maternity support scheme to provide financial support for those Eligible Recipients who are required to cease riding or driving after the first trimester of their pregnancy under the applicable rules of racing.

4.2. Scheme Payments

Where the Scheme applies, RQ will pay the Applicant an amount equal to the average weekly income earned by the Applicant from riding or driving in races in the 12 months prior to the date the Applicant ceases riding or driving under the applicable rules of racing (including any weekly payments received under applicable workers compensation legislation), capped at \$750 per week for a period of 20

weeks (**Scheme Payments**). The payments will be made for the second and third trimester of the pregnancy, but for no more than 20 weeks in total (**Payment Period**).

If an Applicant receives income from another source during the Payment Period, including but not limited to wages received from any employment as an apprentice or otherwise, they are required to declare this income to RQ promptly and within no less than seven (7) days, and their Scheme Payments will be reduced accordingly.

Where it is deemed that an Applicant is eligible to receive funding under the Scheme, Scheme Payments will be made on a weekly 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 RQ 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 relation to the Federal Government's Paid Parental Leave Scheme can be found here: <https://www.servicesaustralia.gov.au/individuals/services/centrelink/parental-leave-pay>.

It is important to note, however, that 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 an apprentice or employed jockey/driver eligible for the Scheme?

An apprentice or employed jockey/driver is eligible for 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 trimesters 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 here: <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 apprentices and other employed riders and 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 RQ for Scheme Payments by:

- (a) completing the Maternity Support Scheme Application Form; and

- (b) providing the supporting documentation required by RQ, including:
- i. a medical certificate confirming their pregnancy and the date of the end of their first trimester;
 - ii. evidence of earnings in the 12 months prior to the date they are required to cease riding or driving under the applicable rules of racing;
 - iii. evidence that they are an Australian citizen (or permanent resident) and a resident of Queensland;
 - iv. evidence of any additional income which they may expect to receive in the second and third trimesters of their pregnancy; and
 - v. any other evidence as may be requested by RQ in order for RQ to become satisfied that the Applicant is eligible to receive funding under the Scheme.

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

Email address: welfare@racingqueensland.com.au

Postal address: Attention: WHS Manager
Racing Queensland Board (trading as Racing Queensland)
PO Box 63
Sandgate QLD 4017

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 RQ to confirm whether their application has been approved or denied. RQ 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

RQ may review, amend or discontinue this Scheme from time to time. We will notify you of any changes by posting an updated version of this Scheme or a notice on the Racing Queensland website (<http://www.racingqueensland.com.au/>).

6. Version History

Current Version:	1.0	Date Made:	01/08/2020	Effective Date:	01/09/2020
Scheme Owner:	Workplace Health and Safety Manager			CEO Approved:	21/08/2020
Enquiries to:	WHS Manager			Review due by:	01/09/2021

Version	Effective	Enquiries to	Scheme Owner	Changes Made
1.0	01/09/2020	WHS Manager	WHS Manager	New scheme and owner