

*Your responses suggest that your period of UPL starts at the date of placement of the child.*

**71 The period of leave—other than for members of an employee couple who each intend to take leave**

*When adoption-related leave must start*

- (5) If the leave is adoption-related leave, the period of leave must start on the day of placement of the child.

*Leave must be taken in single continuous period*

- (2) The employee must take the leave in a single continuous period.

Note 1: An employee may take a form of paid leave at the same time as he or she is on unpaid parental leave (see section 79).

Note 2: For provisions affecting the rule in this subsection, see:

- (a) subsection 72A(11) (flexible unpaid parental leave); and
- (b) subsection 73(4) (pregnant employee may be required to take unpaid parental leave within 6 weeks before the birth); and
- (c) paragraph 78A(2)(b) (permitted work periods while child is hospitalised); and
- (d) subsection 79A(1) (keeping in touch days).

Note 3: An employee is taken not to be on unpaid parental leave during a permitted work period that occurs while a child remains in hospital due to premature birth or a birth-related complication or illness (see section 78A).