

CASE STUDY COLLABORATION



dandolopartners



The bill amendment passed in parliament today. Thank you for your incredibly generous and valuable contribution of economic modelling and guidance that helped to strengthen our case for support. This is huge validation for our community and an incredible legacy we can all be proud of making happen.



Samantha Payne, CEO
Pink Elephants Network



CHANGING THE LAW FOR LOSS

About the Charity

The Pink Elephants Network is tiny but mighty. It's the only national charity solely focused on addressing the needs of bereaved parents following a miscarriage. Since 2016 it has been normalising early pregnancy loss worldwide through evidence, resources, information and peer-support.

The need identified

Independent, credible and robust economic modelling on the potential financial impact to employers of introducing new legislation of two days paid bereavement leave in the event of any unplanned end to pregnancy prior to 20 weeks.

Advice delivered



GOVERNMENT RELATIONS



ECONOMIC MODELLING

Early pregnancy loss is experienced by 103,000 women in Australia each year. It isn't talked about enough. Grief, anxiety, depression, and post-traumatic stress are all associated with miscarriage. For three years the Pink Elephants Support Network (PESN) had campaigned to FairWork Australia to introduce a new policy of two days paid bereavement leave in the event of any unplanned end to pregnancy prior to 20 weeks. While the PESN voice was gaining traction within government, it needed robust economic modelling on the estimated cost to employers of introducing the proposed Bereavement Leave. Tanarra reached out to its commercial network, including Dandolo Partners a specialist public policy management consultancy with decades of government experience. They rose to the occasion at no charge, working through unstructured problems, combining data, logic and assumptions to provide the required estimate of the cost. The modelling showed the policy did have a cost, but it was modest. As a reference point, the wage cost of AFL grand final day on Victorian employers is 1000% more than the national wage cost to employers if all eligible families take bereavement leave when they experience a miscarriage (High Case). Pink Elephants presented the Dandolo findings to the government as a modelling comparison.

In September 2021, the bill amendment passed. Women who experience miscarriage, and their partners, are now entitled to two days of paid bereavement leave if they are employed under the Fair Work Act.

Charity outcomes

- 3 years of advocacy on behalf of families has paid off with law change,
- Heightened public and government awareness of Pink Elephants Network
- Government relations professional development of staff,
- Tangible example of the charity achieving its purpose,
- New commercial and government networks.

Community outcomes*

- Women and their partners, who experience miscarriage, are now entitled to two days of paid bereavement leave - a validation and recognition of the loss,
- Numerous workplaces have introduced more than two days paid bereavement leave,
- The 'silence' behind miscarriage loss is becoming de-stigmatised.

Probono hours 21

*Community outcomes are not directly attributable to the work of Tanarra Philanthropic.