



Leave for reasons of family and/or domestic violence

Employees experiencing or at risk of experiencing family and/or domestic violence will have clearer access to leave options to provide support that is appropriate to their individual circumstances

Applies to:

- ✓ Full-time employees
- ✓ Part-time employees
- ✓ On-going employees
- ✓ Non-ongoing employees
- ✗ Casual employees

Current arrangements

- An employee affected by family and/or domestic violence may access paid personal leave in accordance with the Guidelines
- Where paid personal leave has been exhausted and employees require additional leave for reasons of family and/or domestic violence, employees may access paid miscellaneous leave as required, without limit

Proposed changes

- The proposed EA would enable flexibility in the provision of leave for employees experiencing or at risk of experiencing family and/or domestic violence so that leave can be provided that is appropriate to the employee's individual circumstances
- The proposed EA would make it clear that matters of family and/or domestic violence will be treated confidentially, unless otherwise required by law, with the employee's privacy and safety paramount
- The Government will update the Guidelines to reflect these arrangements, including options for miscellaneous leave, personal leave and/or flexible working arrangements, and other administrative matters
- Flexible working arrangements could include changes to:
 - Hours of work
 - Patterns of work
 - Work locations
 - Duties e.g. moving to non-public facing roles if needed for a period of time