

Modern Awards will soon have compulsory unpaid Family and Domestic Violence Leave

Compulsory unpaid Family and Domestic Violence Leave (**FDVL**) will soon be introduced for all Modern Awards. The model clause detailing the specifics for the FDVL has been released and is listed for mention/conference on 21 June 2018. The model clause will soon after be incorporated into all Modern Awards.

The Model Clause

What are the entitlements?

- 5 days unpaid leave to deal with family and domestic violence (violent, threatening or other abusive behaviour by a family member of an employee that seeks to coerce or control the employee and that causes them harm or to be fearful);
- available in full at the start of each 12-month period of the employee's employment;
- does not accumulate; and
- does not require employees to access paid leave entitlements before accessing unpaid FDVL.

When can an employee take the leave?

An employee can access the unpaid leave if that employee is experiencing family and domestic violence, needs to do something to deal with the impact of the family and domestic violence and it is impractical for the employee to do that outside their ordinary hours of work.

Who will it apply to?

All employees (including casuals) who are governed by Modern Awards will have access to 5 days unpaid leave to deal with family and domestic violence. It is not pro-rated for part-time or casual employees.

Member Benefits

Employer Assist provides AAAA members with advice regarding all aspects of workplace and employment law including leave entitlements. Please contact Employer Assist on **1300 735 306** or **aaaa@employerassist.com.au** if you have any questions about the content of this article or if you require any assistance with your business.

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