



SADA IR UPDATE



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Changes to the Industrial Relations Laws

Family Domestic Violence Leave - Currently Unpaid

Family and domestic violence means violent, threatening, or other abusive behaviour by an employee's close relative that one seeks to coerce or control the employee or two, causes them harm or fear.

A close relative is an employee's:

1. spouse or former spouse
2. [de facto partner](#) or former de facto partner
3. child
4. parent
5. grandparent
6. grandchild
7. sibling
8. an employee's current or former spouse or de facto partner's child, parent, grandparent/child, or sibling.
9. a person related to the employee according to Aboriginal or Torres Strait Islander kinship rules.

All employees (including part-time and casual employees) are entitled to 5 days unpaid family and domestic violence leave each year. The entitlement to unpaid family and domestic violence leave comes from the [National Employment Standards](#) (NES).

Paid Family Domestic Violence Leave

The Government has now legislated to include in the National Employment Standards that this leave will be paid in two stages;

1. From February 2023 this new leave will be with pay for all employees including full-time, part-time, or casual employees.
2. Small businesses (fewer than 15 employees) will be granted until August 2023 to adjust to the change.

Secure Jobs, Better Pay Bill,

This Bill is before the Federal Parliament and the Government is seeking to implement by 1 December 2022. There is a general view, this is an ambitious date and may be delivered in two stages. The most contentious issue, which is generally opposed by employer groups, is the consultation process for the multi-enterprise agreement process when a union may seek to impose an agreement template on more than one workplace within the industry.

SADA is working closely with PPSA and NFF to provide feedback during the development and debate on this bill. More information will be provided as this Bill works its way through the Parliamentary process.

If you have any queries, please don't hesitate to contact the SADA Office on 8293 2399 or email sada@sada.asn.au

SADA members are entitled to contact MERS for a free half hour consultation, per member per year.



**Mediation and Employment
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