



Pregnancy Loss Leave (NEW)— What's Changed

Key Changes:

- This is a new clause that brings together existing provisions relating to pregnancy loss (miscarriage and still birth) from the Compassionate and Bereavement Leave and Special Parental Leave clauses into one new standalone Pregnancy Loss Leave clause.
- The definition of 'still born child' has been amended to reflect more sensitive and contemporary language.

What this means in practice

Pregnancy Loss Leave as a standalone entitlement available to support employees who have experienced a pregnancy related loss.

An employee is entitled to up to 10 days of Pregnancy Loss Leave per personal leave year, on each occasion, if a baby in their immediate family or household is stillborn, or if the employee or their spouse experiences a miscarriage (previously covered under Bereavement Leave).

An eligible employee is entitled to up to 52 weeks' Parental Leave, including 18 weeks of Paid Parental Leave, where the pregnancy of the employee terminates other than by the birth of a living child, not earlier than 28 weeks before the expected date of birth (at or after 12 weeks of pregnancy) and certified as necessary by a registered medical practitioner (previously part of Special Parental Leave in the Parental Leave clause).

The 10 days of Pregnancy Loss Leave applies independently and in addition from the Special Parental Leave provision paid in accordance with Parental Leave.

All other provisions regarding notice and evidence remain the same.

When does this change apply?

This new clause and provision applies from 11 May 2026.