



Management of Recreation Leave -What's Changed

Key changes:

A mandatory response timeframe for Recreation Leave requests has been introduced, along with clearer guidance on planning leave arrangements.

What does this mean in practice

The changes in relation to the management of recreation leave, introduce a new requirement that the employer is required to respond to recreation leave applications within 14 calendar days of receiving the application, unless an alternative timeframe is mutually agreed.

This is to ensure employees know the status of their application, even if it is to communicate why further time may be required to confirm any leave arrangements.

The ability for the employer to establish an annual leave roster remains, however clarity has been provided that this is to be done with the mutual agreement of employees.

The changes also clarify that, while the approval of recreation leave requests remains subject to operational requirements, leave requests will not be unreasonably refused.

When do these changes apply?

These changes apply from 11 May 2026.