



Family Violence Leave – What's Changed

Key Changes:

- an increase in the entitlement from 20 to 25 days Family Violence Leave per personal leave year;
- clarification on the access to Family Violence Leave for fixed-term casual employees; and
- the expanded definition of 'immediate family' to support family members who may be experiencing family violence.

What this means in practice

Employees experiencing family violence can now access **up to 25 days Family Violence Leave** per personal leave year, increased from 20 days.

Employees providing support to a member of their immediate family or household who is, or has been, experiencing family violence may now access their personal leave (for caring purposes) **to support a niece, nephew, aunt, or uncle (including those of their spouse)**.

In addition, the provisions have been clarified to confirm that fixed-term casual employees are entitled to be paid Family Violence Leave for the hours they have been engaged, and for the hours they would have been expected to have been engaged but for taking Family Violence Leave.

All other Family Violence Leave arrangements stay the same.

When do these changes apply?

These changes apply from 11 May 2026.

Employees whose personal leave accrual date is before 11 May 2026 and who have already accessed Family Violence Leave during their personal leave year will have access to the increased entitlement of 25 days from 11 May 2026. The entitlement will then reset to 25 days at their next personal leave accrual date.