

Family and Flexible Leave

What you need to know

There have been some changes and new additions to family and flexible leave entitlements for Tasmanian State Service employees. This fact sheet provides general information on the different types of leave and what has changed. For more detailed information, speak to your Agency's HR team.

Updated: Parental Leave (including Grandparent Leave)

There has been an increase in paid parental leave and a change to terminology:

- Primary Caregiver Leave (was Maternity Leave)
18 weeks paid leave (was 16 weeks)
- Secondary Caregiver Leave (was Partner Leave)
4 weeks paid leave (was 3 weeks) taken at time of birth

Further to this,

- Secondary Caregivers can now access an extra 12 weeks of paid leave if they become the Primary Caregiver within the first 18 months from the birth of the child.

Grandparent Leave is now also available with the same above conditions in the situation where grandparents are the primary caregivers.

New: Foster and Kinship Care Leave

There is now up to 10 days of paid leave per year available to employees (except casual employees) who provide care to a child or young person, through a foster care or kinship care arrangement. This is on top of existing leave entitlements.

New: Surrogacy Leave

There is now up to 6 weeks of paid leave available to employees (except casual employees) who are acting as a surrogate in a formal surrogacy arrangement. This is on top of existing leave entitlements.

Updated: Personal (Carers), Compassionate and Bereavement Leave

The scope of Compassionate and Bereavement Leave has been extended to include:

- still birth and miscarriage

The definition of 'immediate family' for Personal (Carers), Compassionate and Bereavement Leave has been expanded to include:

- Aboriginal Family Relationships, in recognition that Aboriginal employees may have members of their Aboriginal family that do not fall under the original definition. Please see the [Aboriginal Cultural Leave Fact Sheet](#) for more info.

When did these changes come into effect?

The new and/or updated family and flexible leave entitlements came into effect the first full pay period commencing on or after 1 December 2022.

Can I make a retrospective claim?

No employee is to be disadvantaged by delays in award variations. Speak to your HR team to discuss the options available to you.