



Gender Affirmation Leave – What's Changed

Key changes:

- employees can now elect to take the existing entitlement of 4 weeks paid Gender Affirmation Leave at half pay over a continuous 8 weeks period; and
- removal of the requirement for Gender Affirmation Leave to be used within 52 weeks of an employee first commencing the process of affirming their gender.

What this means in practice

The previous requirement that the full entitlement to Gender Affirmation Leave be used within 52 weeks of an employee commencing the process of affirming their gender has been removed, providing greater flexibility in how the entitlement to gender affirmation leave can be accessed.

The amended provisions provide that an employee may elect to take the existing entitlement of 4 weeks paid Gender Affirmation Leave at half pay over a continuous period of eight consecutive weeks. This provides employees with the option of accessing their paid entitlement over a longer continuous period where this better suits their individual circumstances.

To access this option, an employee must have the full four weeks of paid Gender Affirmation Leave available and must take the leave as one continuous eight-week period.

All other arrangements remain the same.

When do the changes apply?

The removal of the requirement for Gender Affirmation Leave to be accessed within 52 weeks of commencing the process of affirming their gender applies from 11 May 2026.

The option to take four weeks of paid Gender Affirmation Leave at half pay over eight consecutive weeks applies from the first full pay period on or after (ffppcoa) 1 June 2026.

*To be read in conjunction with existing Gender Affirmation Leave Guide.