



New Entitlement

-Reproductive Leave

What is Reproductive Leave?

Reproductive Leave is a new dedicated leave entitlement that is available to support employees to manage their reproductive health. Reproductive Leave is non gender specific and all employees regardless of gender may make an application for Reproductive Leave without exhausting other leave types.

What does Reproductive Leave cover?

This leave is available to employees who are experiencing the following conditions or circumstances including:

- (A) has endometriosis, dysmenorrhea, adenomyosis and polycystic ovary syndrome which requires absence from the workplace;
- (B) requires medical care for treatment of, or associated with, endometriosis polycystic ovary syndrome (PCOS);
- (C) is undertaking a medical procedure associated with fertility treatment (including egg harvesting or embryo implantation); or
- (D) requires treatment associated with reproductive health including, but not limited to, a hysterectomy and vasectomy.

It is noted that Polycystic Ovary Syndrome is now also referred to as Polyendocrine Metabolic Ovarian Syndrome (PMOS).

Who is eligible for Reproductive Leave?

Reproductive Leave applies to all permanent and fixed-term employees.

Reproductive Leave does not apply to fixed-term casual employees.

There is no requirement to use or exhaust personal or other leave types before accessing Reproductive Leave.

How much Reproductive Leave am I entitled to?

Full-time Employees may access up to 5 days of Reproductive Leave per annum in each personal leave year.



Part-time Employees are entitled to Reproductive leave on a pro rata basis in comparison to their part-time hours to a full time employee.

Reproductive Leave is non-cumulative from one personal leave accrual year to the next.

Reproductive Leave may be taken as part of a day and is credited in hours (for example 36.75 or 38 hours per year depending on the relevant award or agreement).

Reproductive leave cannot be used for caring purposes.

What are the Notice and Evidence Requirements?

Reproductive leave has the same notice and evidence requirements as personal leave.

Notice Requirements

An employee is required as far as reasonably practicable to give notice to the employer of any absence in relation to Reproductive Leave.

An employee is to inform as far as reasonably practicable of the employee's inability to attend work within two hours of their normal commencement time on the day of any reproductive leave absence.

An employee is to make an application in writing for leave to be approved, although in most circumstances this will be enabled through the Employee Self Service (ESS).

Evidence Requirements

When taking Reproductive Leave, the employer may request the employee provide evidence acceptable to a reasonable person that the employee was unable to attend work, which may include a medical certificate or where that is not reasonably practicable, a statutory declaration.

An employee if requested, is to provide evidence to satisfy a reasonable person to support an application for reproductive leave of more than 3 consecutive working days.

Beyond that, employees are not required to provide personal details about their condition or associated medical appointment.



When is Reproductive Leave effective from?

Reproductive Leave is effective from 11 May 2026.

ESS will be modified to allow a request for Reproductive Leave as a leave type, however where there may be a delay in system changes, an employee can still access this leave through submitting a written request.

Transitional arrangements

This change may affect employees who have accessed their personal leave, recreation leave or took unpaid leave for a reproductive health condition as now covered by Reproductive Leave from 11 May 2026. In these situations, an employee may request to have their leave recredited and make an application for Reproductive Leave, having regard to individual circumstances.

Flexibility

Employees and managers are encouraged to also discuss options that will assist an employee who is experiencing reproductive health concerns to manage their condition, where required.