



Personal Leave – What's Changed

Key changes:

- Employees can now access their personal leave to attend medical appointments when not suffering from an illness or injury.
- Employees can also access their personal leave for caring purposes to attend a medical appointment with a registered health practitioner for a member of their immediate family or household who requires care or support.
- The amount of personal leave that can be used for caring purposes has been increased in the majority of awards from 20 days to 40 days each year.
- The expanded definition of 'immediate family' means that employees can now access personal leave to provide care and support to their (or their spouse's) niece, nephew, aunt or uncle.

What does this mean in practice:

Personal leave to attend Medical Appointments (Personal and Carers)

Employees can now access Personal Leave to attend medical appointments with a registered health practitioner, including for preventative care, treatment, and consultations, or to provide care or support to members of their immediate family or household when attending such appointments.

This is an improvement to the previous provisions of Personal Leave that only provided for attending medical appointments where an employee was ill or injured, or providing care or support to an immediate family or household member who was ill or injured.

Notice and Evidence requirements

An employee is still required to give reasonable notice as far as reasonably practicable for attending a medical appointment.

The evidence and number of days without the requirement to provide evidence provisions still apply. Where required, a certificate of attendance for medical appointments would in most circumstances satisfy the overall requirement to provide the employer with evidence acceptable to a reasonable person, that the employee was unable to attend duty.



Personal Leave (Carer's)

The maximum amount of personal leave that may be used for caring purposes for an employee's immediate family or household has been increased from 20 to 40 days per annum, doubling the previous entitlement in the majority of awards.

Noting the time is expressed in hours in the awards and can be taken as part days.

An employee can still request to access an additional amount of their personal leave to be used for caring purposes, above the maximum by agreement.

Personal Leave to Care for an Immediate Family member or member of Household can now be taken in all the following circumstances when an immediate family or household member is:

- (1) ill or injured;
- (2) to attend a medical appointment with a registered health practitioner; or
- (3) due to an unexpected emergency.

When does this change apply?

This change applies from 11 May 2026.