



Compassionate and Bereavement Leave -What's Changed

Key changes:

- The requirement to provide evidence to support an application for compassionate and bereavement leave has been amended. An employee now only needs to provide evidence in limited circumstances and where evidence is required a statutory declaration has been included as a form of documentary evidence.
- The expanded definition of 'immediate family' means that employees can now access Compassionate and Bereavement Leave for their (or their spouse's) niece, nephew, aunt or uncle.

What does this mean in practice

The requirement to provide evidence to access this entitlement has been significantly eased. In most cases, evidence will no longer be required; however, where required, statutory declarations may be provided as evidence. This reduces unnecessary requirements being placed on employees during periods of bereavement or significant personal distress.

Employees are now able to access compassionate leave to provide care or support to their niece, nephew, aunt, or uncle who may be suffering from a life-threatening illness or injury or bereavement leave to attend the funeral of a niece, nephew, aunt or uncle of themselves or their spouse.

When do these changes apply?

These changes apply from 11 May 2026.