

INDUCTION RESOURCE FOR CASUAL EMPLOYEES

CASUAL EMPLOYEES ARE ENTITLED TO PAID FAMILY AND DOMESTIC VIOLENCE LEAVE



You can take up to 10 days a year.

- It is available from your first day of work.
- It resets every year on your work anniversary.
- You can take it in a block, or as individual days, or part days (by agreement).
- You will be paid at your full rate of pay, including your casual loading, for the hours you were rostered to work.
- You can give notice and request paid FDV leave after the leave has started.

UP TO  10 DAYS

You can't be treated adversely (i.e. in a way that is harmful) for needing to take time away from work due to your experience of family and domestic violence.

For example, your employer can't cut your shifts or dismiss you.

YOU MUST BE EXPERIENCING FAMILY AND DOMESTIC VIOLENCE

This means you are experiencing behaviour by someone close to you that:

- Is violent, threatening or abusive,
- Seeks to coerce and control you, and
- Causes you harm or to be fearful.

Someone close to you may be a member of your immediate family, someone that lives with you, a current or former intimate partner (whether you are living together or not), someone you are dating, or someone related to you according to Aboriginal or Torres Strait Islander kinship rules.

Abusive behaviour can include things that happen online or that use digital technology.



USING THE LEAVE

You need to use the leave to do something to deal with the **impacts** of FDV.

- That means, something that is hard or not possible to do **outside your working hours**.
- This might include making a report to police, going to court, finding a safe place to live, or seeing a counsellor.

 WORK HOURS:

 ATTEND A COURT HEARING

 SEEK SAFE ACCOMMODATION

 ATTEND A COUNSELLING SESSION



WHAT YOUR EMPLOYER MUST DO

Your employer must keep this leave private and confidential.

They must not share your information with anyone without your agreement, unless:

- It's required by law, or
- It's necessary to protect the life, health or safety of you or another person.

KEEP ALL INFORMATION OR EVIDENCE **CONFIDENTIAL**



Pay slips must not mention paid FDV leave – it must be shown as hours worked.



WHAT YOU SHOULD DO

Talk to your employer about what is going on for you.

- Find out the process for applying for leave, by speaking with your employer or following guidance (if available).
- If possible, give your employer as much notice as you can.
- Talk to your employer about what you need to do to access the leave, including known or expected dates of leave.
- If requested by your employer, provide evidence to support that you need to take leave to deal with the impact of family and domestic violence.

If you don't, you may not be paid.

- Talk to your employer about other types of support that may be available, such as flexible work arrangements (eg changes to hours of work, patterns of work, or location of work) or unpaid leave.



Evidence can include things like:

- Documents issued by police or a court.
- Family and domestic violence support service documents.
- Documents issued by a doctor.
- A statutory declaration.



FOR MORE INFORMATION VISIT:

10dayspaidFDVleave.com.au

YOU CAN GET HELP

- ✓ **1800RESPECT**
Call 1800 7372 732 or Text 0458 737 732
Or use online chat and video call services via www.1800RESPECT.org.au
- ✓ **Fair Work Ombudsman**
Call the Fair Work Infoline on 13 13 94
Visit the Fair Work Ombudsman website via www.fairwork.gov.au

