



NEW **Right to disconnect**

You can refuse to routinely work outside of your normal working hours and this right is protected legally

NEW **Personal impact days**

5 days off a year (pro rata) to manage the impact of vicarious trauma/critical incidents experienced at work

IMPROVED **Personal, compassionate & bereavement leave**

Now usable for aunts/uncles/piblings and nieces/nephews/niblings

NEW **Personal leave can be used for medical appointments**

IMPROVED **Carers leave doubled**

The amount of personal leave you can take for caring purposes has doubled from 20 days a year to 40 days a year (pro rata)

NEW **Reproductive leave**

5 days off a year (pro rata) to manage reproductive health conditions and/or attend appointments

IMPROVED **Easier access to rec leave**

DECYP have to respond to rec leave requests within 14 days and can't unreasonably refuse

IMPROVED **Qualify for parental leave 12 weeks sooner**

You'll qualify after being employed in the state service for 40 weeks, instead of having to wait a whole year

IMPROVED **Family & domestic violence leave increased to 25 days a year**

IMPROVED **Less burden of evidence for bereavement leave**

IMPROVED **Pregnancy loss leave**

10 days paid leave when a pregnancy is lost & up to 52 weeks of parental leave when a pregnancy is lost within 28 weeks of the due date

IMPROVED **Gender affirmation leave flexibility**

IMPROVED **AEU reps training in paid time for part-time workers**



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