



SENATOR THE HON KATY GALLAGHER
MINISTER FOR FINANCE
MINISTER FOR WOMEN
MINISTER FOR THE PUBLIC SERVICE
MINISTER FOR GOVERNMENT SERVICES

THE HON AMANDA RISHWORTH MP
MINISTER FOR SOCIAL SERVICES
MINISTER FOR THE NATIONAL DISABILITY INSURANCE SCHEME

SENATOR THE HON MURRAY WATT
MINISTER FOR EMPLOYMENT AND WORKPLACE RELATIONS

MEDIA RELEASE

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Embedding the right to paid family and domestic violence leave in our workplaces

The Albanese Labor Government is reaffirming its commitment to end violence against women and children in one generation, today releasing the response to the independent review of the paid family and domestic violence leave.

The independent review, conducted by Flinders University, found the leave was “life changing” for those who accessed it and that there was broad stakeholder support from both employers and unions.

It found paid family and domestic violence leave is working as intended, supporting the financial security of those escaping or experiencing violence.

The Government accepts all five recommendations from the review. Work is now underway to address the recommendations, including through:

- Continued focus on raising awareness to integrate the leave as an ordinary workplace practice across Australian workplaces;
- Tailored guidance for priority cohorts, such as First Nations, culturally and linguistically diverse and casual employees;
- Training programs for first responders, health, allied health and community frontline workers who commonly interact with victim-survivors on the entitlement;
- Additional strategies to improve awareness and access to the entitlement, opportunities to better understand usage of the leave, and further evaluation of the leave through the upcoming statutory review of Closing Loopholes reforms.

The review also made 12 findings, the most notable, was there should be a focus on increasing awareness and understanding of the leave entitlement through communities and workplaces.

It also found that ongoing stigma around family and domestic violence was a barrier to workers accessing the leave.

Resources will be updated and repromoted to incorporate feedback from the review.

The Government response highlights the important role that workplaces can play in addressing family and domestic violence. There is considerable goodwill from employees and employers alike to make sure anyone who needs the leave can access it, and the workplace is equipped to play its part in supporting people experiencing family and domestic violence.

The Albanese Government will continue to engage with unions, employer groups, and state and territory governments on strategies to improve awareness and access to the leave.

Paid family and domestic violence leave is just one of many actions the Albanese Government has taken to improve economic security for women and end gender-based violence.

You can find the Government response and the review's findings on the Department of Employment and Workplace Relations [website](#).

For more information on paid family and domestic violence leave, see the Fair Work Ombudsman's guidance [material](#) and the one-stop shop hub for small business: www.10DayspaidFDVLeave.com

Quotes attributable to Minister for Women Katy Gallagher:

"Since coming to government, we have been deeply committed to ending gender-based violence – we were proud to introduce paid domestic and family violence leave as some of our first legislation, and the independent review has demonstrated its life changing impact.

"The Opposition refused to implement this important change during their years in government, but the Albanese Government listened to the sector, unions and victim-survivors, and we can see the results – more women accessing important and life changing support."

Quotes attributable to Minister for Social Services Amanda Rishworth:

"Paid family and domestic violence leave from work will save lives. This entitlement will allow victim-survivors to take time off to keep themselves and their family safe, without losing their income or their jobs.

"Everyone has a role to play to end violence against women and children. It's vital to that first responders and frontline workers have the right training and education about paid family and domestic leave, so that they can best support victim-survivors of family and domestic violence."

Quotes attributable to Minister for Employment and Workplace Relations Murray Watt:

"No worker should have to choose between their safety and their pay. We've made sure all 12.4 million Australian employees, including casuals, can access 10 days' paid leave each year

when impacted by family and domestic violence.

“This leave has been life changing for Australians so far, and the Albanese Labor Government is committed to raising awareness, understanding and uptake, so that anyone who would benefit from this leave can access it.

“Peter Dutton and the Coalition need to tell Australians whether this leave will be part of the “targeted set of repeals” of workplace laws they’ve promised to take to the election.”

“But it’s under threat from Peter Dutton and the Coalition - Shadow Minister for Employment and Workplace Relations, Michaelia Cash claimed paid family and domestic violence leave is a ‘perverse disincentive’ to employers hiring women.

ENDS

MEDIA CONTACT: SARAH ANDERSON 0417 120 633