

## **Principals Kit – Family Violence Leave**

*Family Violence Leave* provisions are now included in all school sector collective agreements – i.e.

- Primary Principals Collective Agreement – clause 7.14
- Area School Principals Collective Agreement – 5.9
- Primary Teachers Collective Agreement – 4.12
- Area School teachers Collective Agreement – 5.11
- Support Staff in Schools Collective Agreement – 6.11
- School Caretakers, Cleaners and canteen Staff Collective Agreement – 5.9

These provisions allow for additional leave, over and above sick, domestic or annual leave, for victims of domestic violence.

### **Information from the Government's Employment ([employment.govt.nz](http://employment.govt.nz)) Website.**

- The Domestic Violence Victims Protection Act 2018 brought into force new legal requirements for employers as of 1 April 2019.
- This law requires employers to provide up to 10 days paid leave from work for victims of domestic violence, separate from annual leave and sick leave entitlements. New Zealand is the second country in the world to offer this type of leave as a universal entitlement, after the Philippines.
- The law also allows workers who are victims of domestic violence to request flexible working arrangements and the Human Rights Act prohibits employers from discriminating against people affected by domestic violence.
- These new requirements should be understood as a minimum for employers, which on their own are not enough to ensure that staff experiencing domestic violence are supported by their employer and are kept safe at work.
- Employers who care about staff wellbeing and morale, gender diversity and inclusion, improving staff retention, enhancing productivity and being seen as socially responsible must be prepared to do more than meet just these minimum legal requirements.