



City of **HOBART**

**Memorandum:** Lord Mayor  
Deputy Lord Mayor  
Elected Members

## **Response to Question Without Notice**

### **FAMILY AND DOMESTIC VIOLENCE LEAVE**

**Meeting:** Finance and Governance Committee      **Meeting date:** 10 December 2019

**Raised by:** Alderman Behrakis

**Question:**

Under the current City of Hobart Enterprise Bargaining Agreement, staff are able to access Family and Domestic Violence Leave. Could the General Manager please advise how this leave is triggered?

**Response:**

Under the current Hobart City Council Enterprise Agreement 2016 an employee (other than a casual employee) experiencing family and domestic violence is entitled to five (5) days per year of paid family and domestic violence leave in addition to access to paid personal leave for the purpose of: (a) attending legal proceedings, counselling, appointments with a legal practitioner; (b) relocation or making other safety arrangements; or (c) other activities associated with the experience of family and domestic violence.

In addition, an employee (other than a casual employee) who provides support to a person experiencing family and domestic violence is entitled to access the family and domestic violence leave for the purpose of: (a) accompanying that person to legal proceedings, counselling, or an appointment with legal practitioner; (b) assisting with relocation or other safety arrangements; or (c) other activities associated with family and domestic violence.

The family and domestic violence leave provided under this sub-clause is in addition to existing leave entitlements and may be taken as consecutive or single days or as a fraction of a day, and can be taken without prior approval.

In order to provide support to an employee experiencing family and domestic violence and to provide a safe work environment to all employees, Council will approve any reasonable request from an employee experiencing family and domestic violence for: (a) changes to their span of hours or pattern of hours and/or shift patterns; (b) job redesign or changes to duties; (c) relocation to suitable employment within Council; (d) a change to their telephone number or email address to avoid harassing contact; or (e) any other appropriate measure including those available under existing provisions for family friendly and flexible work arrangements. Family Violence Leave is dealt with under a Special Leave Application that is completed by the employee and approved by their direct Manager.

*As signatory to this report, I certify that, pursuant to Section 55(1) of the Local Government Act 1993, I hold no interest, as referred to in Section 49 of the Local Government Act 1993, in matters contained in this report.*

A handwritten signature in black ink, appearing to read 'H. Salisbury', written in a cursive style.

Heather Salisbury  
**DEPUTY GENERAL MANAGER**

Date: 12 March 2020  
File Reference: F19/160946; 13-1-10