



### Legislate for 10 days paid family and domestic violence leave

Party: Australian Greens

#### Summary of proposal:

The proposal would require employers to provide 10 days of paid leave to employees experiencing family and domestic violence.

The proposal would have effect from 1 July 2023.

### Costing overview

The proposal would be expected to decrease the fiscal and underlying cash balances by around \$27.8 million over the 2022-23 Budget forward estimates period. This is entirely due to an increase in departmental expenses.

The proposal would have an impact beyond the 2022-23 Budget forward estimates period. A breakdown of the financial implications (including separate PDI tables) over the period to 2032-33 is provided at Attachment A.

The financial implications of this proposal are sensitive to assumptions about leave uptake, the incidence of family and domestic violence among Australian Government employees, the extent to which salaries and employment types are similar across Australian Government agencies, and the amount of paid leave to be made available in the absence of the proposal.

**Table 1: Financial implications (\$m)<sup>(a)(b)</sup>**

	2022-23	2023-24	2024-25	2025-26	Total to 2025-26
Fiscal balance	-	-5.3	-11.0	-11.5	<b>-27.8</b>
Underlying cash balance	-	-5.3	-11.0	-11.5	<b>-27.8</b>

(a) A positive number represents an increase in the relevant budget balance; a negative number represents a decrease.

(b) PDI impacts are not included in the totals.

- Indicates nil.

### Key assumptions

The Parliamentary Budget Office (PBO) has made the following assumptions in costing this proposal.

- The provision of paid family violence leave by private companies and state and territory governments would not have a significant financial impact.
- Paid leave under the proposal would be provided in addition to any existing miscellaneous leave entitlements for which APS employees experiencing domestic and family violence may be eligible.

- In the absence of the proposal being adopted, Australian Public Service (APS) employees would not be entitled to any paid family and domestic violence leave.<sup>1</sup>
- The prevalence of Australian Government employees affected by family and domestic violence is reflective of the reported prevalence at the national level.
  - The reported prevalence of family and domestic violence among the Australian population would continue to grow over the medium term.
- The average daily cost of family and domestic violence leave for Australian Public Service (APS) employees is reflective of the average salary cost per working day across the APS.
- The uptake of paid family violence leave would directly increase the total amount of leave taken by affected staff.
  - In 2023-24, half of the 10 days of family and domestic violence leave available to affected staff would be utilised.
  - Beyond 2023-24, all affected staff would fully utilise the 10 days of family and domestic violence leave provided under this proposal.

## Methodology

Uptake among APS employees was estimated by multiplying the incidence of family and domestic violence among the national population by the total population of APS employees.

The additional agency expenses associated with providing family and domestic violence leave to affected individuals was then estimated by multiplying the total estimated number of leave days by the estimated average daily cost per employee.

Financial implications were rounded consistent with the PBO's rounding rules as outlined on the PBO Costings and budget information webpage.<sup>2</sup>

## Data sources

Australian Bureau of Statistics, *Recorded Crime – Victims, Australia, 2020*, ABS Cat. No. 4510.0, 2021, Canberra.

Australian Bureau of Statistics, *National, state and territory population, September 2021, 2022*, Canberra.

Australian Government, *2022-23 Budget, Budget Paper No. 3, 2022*, Canberra.

Australian Government, *2022-23 Budget, Budget Paper No. 4, 2022*, Canberra.

Australian Public Service Commission. *Australian Public Service State of the Service Report 2020-21, 2021*, Canberra.

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<sup>1</sup> In May 2022, the Fair Work Commission issued a provisional decision to include paid family and domestic violence leave in awards for permanent employees. However, the decision has yet to be finalised and so is not included as part of the baseline scenario. See [www.fairwork.gov.au/leave/family-and-domestic-violence-leave](http://www.fairwork.gov.au/leave/family-and-domestic-violence-leave).

<sup>2</sup> [https://www.aph.gov.au/About\\_Parliament/Parliamentary\\_Departments/Parliamentary\\_Budget\\_Office/Costings\\_and\\_budget\\_information](https://www.aph.gov.au/About_Parliament/Parliamentary_Departments/Parliamentary_Budget_Office/Costings_and_budget_information)

## Attachment A – Legislate for 10 days paid family and domestic violence leave – financial implications

**Table A1: Legislate for 10 days paid family and domestic violence leave – Fiscal and underlying cash balances (\$m)<sup>(a)</sup>**

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	Total to 2025-26	Total to 2032-33
<b>Expenses</b>													
<b>Departmental</b>													
<i>Paid Leave for APS Employees</i>	-	-5.3	-11.0	-11.5	-12.0	-12.5	-13.0	-13.6	-14.3	-14.9	-15.6	-27.8	-123.7
<b>Total (excluding PDI)</b>	-	-5.3	-11.0	-11.5	-12.0	-12.5	-13.0	-13.6	-14.3	-14.9	-15.6	-27.8	-123.7

(a) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.

- Indicates nil.

**Table A2: Legislate for 10 days paid family and domestic violence leave – Memorandum item: Public Debt Interest (PDI) impacts – Fiscal and underlying cash balances (\$m)<sup>(a)(b)</sup>**

	2022-23	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	2030-31	2031-32	2032-33	Total to 2025-26	Total to 2032-33
<b>Fiscal balance</b>	-	-0.1	-0.2	-0.5	-0.8	-1.1	-1.5	-2.0	-2.5	-3.0	-3.7	-0.8	-15.4
<b>Underlying cash balance</b>	-	-0.1	-0.2	-0.5	-0.8	-1.1	-1.5	-1.9	-2.4	-3.0	-3.6	-0.8	-15.1

(a) As this table is presented as a memorandum item, these figures are not reflected in the totals above. This is consistent with the approach taken in the budget where the budget impact of most measures is presented excluding the impact on PDI. If the reader would like a complete picture of the total aggregate, then these figures would need to be added to the figures above. For further information on government borrowing and financing please refer to the PBO's online budget glossary<sup>3</sup>.

(b) A positive number for the fiscal balance indicates an increase in revenue or a decrease in expenses or net capital investment in accrual terms. A negative number for the fiscal balance indicates a decrease in revenue or an increase in expenses or net capital investment in accrual terms. A positive number for the underlying cash balance indicates an increase in receipts or a decrease in payments or net capital investment in cash terms. A negative number for the underlying cash balance indicates a decrease in receipts or an increase in payments or net capital investment in cash terms.

- Indicates nil.

<sup>3</sup> [Online budget glossary – Parliament of Australia \(aph.gov.au\)](https://aph.gov.au/online-budget-glossary)