



Committee Secretary
Senate Standing Committees on Education and Employment
Department of the Senate
Parliament House
CANBERRA ACT 2600

Via email: eec.sen@aph.gov.au

12 August 2022

Re: Inquiry into the Fair Work Amendment (Paid Family and Domestic Violence Leave) Bill 2022

Dear Committee,

The Newcastle Domestic Violence Committee (NDVC) represents, primarily, frontline practitioners with decades of experience working in the Domestic and Family Violence (DFV) sector in the Newcastle Local Government Area.

The NDVC has long supported the introduction of Paid DFV Leave for all workers, and we strongly endorse the Fair Work Amendment (Paid Family and Domestic Violence Leave) Bill 2022 in its entirety.

State Governments, Local Councils, including the City of Newcastle Council, and 1 in 3 workplaces across the country have already implemented Paid DFV Leave for workers. This Bill now urgently needs to be passed by the Senate at the next sitting period, so it is one step closer to being available to all workers.

It is vital that the Bill recommended to the Senate not only includes 10 days Paid DFV Leave for Full Time workers, but it must also ensure that:

- **Part Time workers** receive 10 days Paid DFV Leave. The time needed to access legal appointments, find housing, find a new school, attend court appointments, move, be available to meet tradespeople to install safety measures, change financial accounts, attend other appointments etc is not reduced because a worker is employed part time.
- **Casuals workers** receive Paid DFV Leave entitlement for their rostered or offered, and expected shifts.



- Paid DFV Leave be **paid at actual earnings**. No one should be financially disadvantaged because they are leaving a violent relationship. We also know that perpetrators of DFV may have access to and monitor their victim's finances, so a reduction in a worker's pay could be a red flag to the perpetrator and put the victim at risk of violence.
- **Entitlement to Paid DFV Leave is available upfront**, not progressively accrued, so that it is available from the moment you commence employment.

The Newcastle Domestic Violence Committee urges the Inquiry Committee to recommend to the Senate that the Bill being passed in its entirety.

Sincerely,

Lisa Ronneberg
Chairperson
Newcastle Domestic Violence Committee

Colleen Mullins
Secretary
Newcastle Domestic Violence Committee

