

Family Violence Leave

Family Violence Leave provisions are now included in all school sector collective agreements:

- Primary Principals' Collective Agreement – 7.13
- Area School Principals' Collective Agreement – 5.9
- Primary Teachers' Collective Agreement – 4.12
- Area School Teachers' Collective Agreement – 5.13
- Support Staff in Schools' Collective Agreement – 6.11
- School Caretakers, Cleaners and Canteen Staff Collective Agreement – 6.8

These provisions allow for additional leave, over and above sick, domestic, or annual leave, for victims of domestic violence. See additional information from [Employment New Zealand](#).

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 of 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. In addition, the Human Rights Act prohibits employers from discriminating against people affected by domestic violence.

These requirements are the minimum standard for employers. On their own, they do not ensure that employers maintain sufficient support and a safe working environment for employees who experience domestic violence.

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.