

Government to introduce full pay for domestic violence leave

The Government has confirmed that employees seeking domestic violence leave will be able to avail of five days on full pay from this autumn.

Trade unions, employer groups and organisations supporting victims of domestic violence had been consulted in the process to determine the percentage of rate of pay and it has been decided to make the payment at 100 per cent of the individual's salary.

Any employee who has entered into, or works under, a contract of employment can avail of the leave. This includes part-time employees and fixed-term employees. A claimant can avail of the leave by notifying their employer and they do not have to provide any evidence. That was a deliberate decision to make access to the paid leave as easy as possible.

An employee will have recourse through the Workplace Relations Commission if an employer does not co-operate with a request for domestic violence leave.

The purpose of domestic violence leave is to enable victims of domestic violence to seek medical help, obtain counselling, relocate, seek advice or assistance, or obtain a safety order from the courts. As the leave also extends to relevant persons, employees may avail of the leave to assist the relevant person in any of these ways.

Domestic violence is defined as violence or the threat of violence, including sexual violence and acts of coercive control that has been committed against an employee or a relevant person by another person who is:

- the spouse or civil partner of the employee or relevant person
- the cohabitant of the employee or relevant person
- (or was) in an intimate relationship with the employee or relevant person
- a child of the employee or relevant person who is of full age and is not, in relation to the employee or relevant person, a dependent.

Copies of the **Work Life Balance and Miscellaneous Provisions Bill 2022** and the **Work Life Balance and Miscellaneous Provisions Act 2023** are available in the VUG section of the NAPD website.