

Sick and carer's leave

Employees can take time off from work if they are sick or looking after someone who is sick.



About our artwork: **Stepping forward**

Stepping forward represents taking the next step on the journey towards reconciliation and the potential possibilities when everyone is included.

Connecting with diverse people, meeting, listening and sharing together, can build respect and trust. Working in concert for a common purpose and united in the mission to make meaningful change.

It serves as a reminder of the dynamism and vibrancy of First Nations people and the lands from which they come, making the emergence of new ideas and ways of being possible that enables the envisioning of a brighter future.

Artist: **Timothy Buckley**

Sick and carer's leave



Who can take this leave?

- ▶ Full-time and part-time employees get paid sick and carer's leave.
- ▶ Casual employees get carer's leave, but are not paid.



When can employees take this leave?

- ▶ Employees can take sick leave when they're sick or injured and can't come to work.
- ▶ Employees can take carer's leave to care for or support a person that lives with them, or someone in their immediate family. This includes parents, children, siblings, partners, grandparents, or a partner's family. The person being looked after must be sick or injured or need help with an unexpected emergency.
- ▶ Employees must tell their boss they are taking leave as soon as they can.



Does the employee need to give their boss any evidence?

- ▶ An employee can be asked to provide evidence. This is usually a doctor's certificate or a statutory declaration. A statutory declaration is when you write down a statement, you declare it to be true and sign it in front of a witness.



How much of this leave can employees take?

- ▶ Full-time and part-time employees get 10 days of paid sick and carer's leave each year based on their ordinary hours of work. Part-time employees get a pro rata amount.
- ▶ If employees don't use all their sick or carer's leave in a year, it rolls over to the next year.
- ▶ Casual employees get 2 days of carer's leave without pay each time they need it.
- ▶ Full-time and part-time employees can also take 2 days of carer's leave without pay if they don't have any paid sick or carer's leave left.



How much pay do employees get?

- ▶ Employees get their base (normal) rate of pay. This doesn't include overtime, penalties, allowances or bonuses.



What if an employee is finishing a job?

- ▶ Most employees don't get paid out for any remaining sick and carer's leave when their job ends.



Find out more

For more information about sick and carer's leave, go to [fairwork.gov.au/leave](https://www.fairwork.gov.au/leave).

You can also talk with someone from a community organisation or community legal centre, an HR officer, an Indigenous liaison or employment officer, an employer association (if you're a boss) or a union representative (if you're an employee).

Contact us

Fair Work online: [fairwork.gov.au](https://www.fairwork.gov.au)

Fair Work Infoline: **13 13 94**

Need language help?

Contact the Translating and Interpreting Service (TIS) on **13 14 50**

Help for people who are deaf or have hearing or speech difficulties

You can contact us through the National Relay Service (NRS).

Select your [preferred access option](#) and give our phone number: **13 13 94**



The Fair Work Ombudsman is committed to providing you with advice that you can rely on. The information contained in this fact sheet is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or a workplace relations professional.

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