



Catholic Education Archdiocese of Brisbane

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Vice President Watson by email
chambers.watson.vp@fwc.gov.au

1 December 2016

AM2015/1 - Family and Domestic Violence Leave

Brisbane Catholic Education has included special leave for staff exposed to domestic and family violence (DFV) as part of its Enterprise Bargaining Agreements since 2012. Such leave is available to all staff members supporting victims of domestic and family violence as well as victims themselves.

Under the current Enterprise Bargaining agreements, employees of Brisbane Catholic Education are entitled to ten days' domestic violence leave per annum (non-cumulative). When domestic violence leave was first implemented into the Enterprise Bargaining Agreements in 2012, the entitlement to five days' leave per annum was consistent with the State Government's leave entitlement. Since then, there has been an increase to ten days' leave per annum for Queensland State Government employees in accordance with Recommendation 34 in the *Not Now, Not Ever Report* of the Special Taskforce on Domestic and Family Violence in Queensland. As noted above, Brisbane Catholic Education has also increased the entitlement to this leave to match that available to Queensland State Government Employees.

The process for making application for this leave must be cognisant of the sensitivity of this issue for both victims and those who will support victims of domestic and family violence. Special leave with pay is sought through written application to the payroll manager, who then approves the application, noting that the staff member is on special leave. No notation of the reason for the special leave is made within the electronic payroll system. Since 2013, 22 such applications have been made and approved for Brisbane Catholic Education employees for a total of 26 days. We are unable to supply information about the gender of applicants. However, it may be pertinent to note that our full time equivalent staff numbers are approximately 7,600 with 78% being female.

Following the *Not Now Not Ever Report* commissioned by the Queensland Government and the *Rewrite the Story* response from the Archdiocese of Brisbane, Brisbane Catholic Education has established a Domestic and Family Violence Working Party to raise awareness of the prevalence of domestic and family violence and to support its victims in whatever ways it can. The impact of domestic and family violence on schools and children cannot be underestimated.

ALL CORRESPONDENCE:

Brisbane Catholic Education
GPO Box 1201
Brisbane QLD 4001
Phone: (07) 3033 7000
Fax: (07) 3844 5101
www.bne.catholic.edu.au
ABN 49 991 006 857



OFFICE LOCATIONS:

Dutton Park

243 Gladstone Road
Phone: (07) 3033 7000

West End

199 Montague Road
Phone: (07) 3033 7000

North Lakes

12 Endeavour Blvd
Phone: (07) 3490 1700

Springwood

5-7 Laurinda Crescent
Phone: (07) 3440 7900

Fr Bernard O'Shea Inservice Centre, Wilston

19 Lovedale St
Phone: (07) 3033 7111

Ngutana-Lui Aboriginal and Torres Strait Islander Cultural Studies Centre, Inala

100 Lilac St
Phone: (07) 3033 7200

Given the statistics for incidences of domestic and family violence, we can quite safely assume that a number of our staff and families in our schools will experience this form of violence.

The incidence and impact of domestic and family violence in society, and consequently on our workforce, can no longer be ignored. Brisbane Catholic Education encourages all employers to provide as much support as practicable to assist those whose lives are impacted by domestic and family violence.

Brisbane Catholic Education supports the ACTU's claim for paid domestic and family violence leave across all 122 Modern Awards.

Yours sincerely

A handwritten signature in blue ink that reads "Pam Betts". The signature is written in a cursive, flowing style.

Pam Betts
Executive Director
Catholic Education
Archdiocese of Brisbane