



Australian Salaried Medical Officers'
Federation

14 June 2024

Independent Review Team, Paid Family and Domestic Violence
Flinders University
Sturt Road,
Bedford Park SA 5042

Via Email: FDVLeaveReview@flinders.edu.au; [REDACTED]

Dear Review Team,

***Re: Independent Review of the Fair Work Amendment (Paid Family and Domestic Violence Leave)
Act 2022 (Cth)***

The Australian Salaried Medical Officers Federation ('ASMOF') is the principal union for doctors, and is affiliated to the Australian Council of Trade Unions ('ACTU'). ASMOF represents over 17,000 Registered Medical Practitioners employed in the Public Hospital system, Affiliated Health Facilities, Private Hospitals and in Community Health. ASMOF welcomes the opportunity to provide a submission on the impact, operation and implementation of family and domestic violence leave ('FDVL') entitlements under the National Employment Standards ('NES').

ASMOF operates across a range of jurisdictions; five state-based Industrial Relations systems and the national Fair Work system. It is predominantly members in the Australian Capital Territory, Northern Territory and Victoria who are directly affected by the introduction of paid FDVL under the NES, as well as a small number of national system employees in other states. This geographical coverage presents a unique challenge in providing consistent feedback regarding the operation and impact of the legislated FDVL.

Notwithstanding these difficulties, ASMOF observes that the introduction of a nationally legislated entitlement to FDVL nationally is important in driving and underpinning improvements and changes within state industrial relations jurisdictions. For example, the NSW Government enhanced FDVL provisions for all NSW public sector workers by policy, allowing workers to access 20 days of paid FDVL per calendar year from 1 January 2023. This enhancement, which is the result of successful lobbying by ASMOF NSW and other public sector unions, is ten days more than the Federal minimum. ([NSW Health, 2023](#)).

ASMOF wholly supports the introduction of paid FDVL and rejects claims that the reporting requirements, business costs, or administration of leave entitlements are too burdensome. No administrative or reporting 'burden' outweighs the reported fact that, in the year to April 2024, a staggering 25 women in Australia had died as a result of intimate partner violence ([The ABC, 2024](#)).

ASMOF recently had the opportunity to engage with the consultation informing the development of a submission to the review by the ACTU.

ASMOF supports and endorses the substance of the ACTU submission.

Yours sincerely,

**Dr Antony Sara,
Federal President**