



# MINISTRY OF ECONOMY

## INTERNAL MEMORANDUM

**To:** All Heads of Divisions **Phone:** 382200  
**From:** Permanent Secretary for Economy **File Ref:** C47/3  
**Subject:** AMENDMENT TO THE EMPLOYMENT RELATIONS ACT 2007 **Date:** 4/1/2019

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Parliament approved that *Employment Relations (Budget Amendment) Act —23 of 2018 to be effective from 1 January, 2019*. The following new leave has been introduced Family Care Leave, Paternity Leave and extending the number of days on Maternity Leave.

### ***“Family care leave”***

Where a worker has completed more than 3 months continuous service and wishes to provide care or support to a member of the worker’s immediate family or a member of the worker’s household, the worker is entitled to paid family care leave of not less than 5 working days during each year of service provided that the worker produces a—

- (a) sick sheet from a registered medical practitioner of the worker’s immediate family or a member of the worker’s household who is sick; or
- (b) produces a signed statutory declaration

Family care leave entitlement must not be accumulated and unused family care leave for each year automatically lapses in the next year.

For a worker to be entitled to family care leave, the worker must, as soon as reasonably practicable, notify the employer of his or her absence or intended absence and the reason for the absence.”

### ***“Maternity Leave”***

A woman employed in a workplace who expects to give birth is entitled to maternity leave and abstain from work for a period of **98** consecutive days subject to providing her employer with a certificate from a registered medical practitioner or registered nurse specifying the possible date of birth.

### ***“Paternity Leave”***

A man whose partner is entitled to maternity leave, or would be entitled to maternity leave if she were employed, is entitled to paternity leave and to abstain from work for a period of not less than 5 working days provided that he—

- (a) is or is to be a primary caregiver for his child; and
- (b) produces to his employer a certificate from a registered medical practitioner or registered nurse specifying the possible date of birth of his child.

All Heads of Divisions are to bring this Circular to the attention of their staff.

**Makereta Konrote**  
**Permanent Secretary for Economy**