

FAQ: Paid Reproductive Health Leave (RHL)



What is the IEU member claim?

IEU members are seeking 10 days of paid reproductive health leave (RHL) per year (non-cumulative) available to all employees covered by the agreement.

What would RHL be used for?

RHL would provide paid leave for employees experiencing reproductive health matters such as pregnancy, menopause, polycystic ovary syndrome (PCOS), endometriosis, vasectomy or other reproductive health conditions.

Does RHL only benefit female employees?

No. Paid RHL is about ensuring everybody, regardless of gender, has access to paid time to manage their reproductive health. This may include accessing health checks and treatments related to the reproductive health system, which can impact people of any gender.

Do employees currently have access to RHL?

No. There is no RHL entitlement in the current agreement. Employees experiencing reproductive health conditions are currently required to use personal or other leave to access paid time off to manage these conditions.

Do other employees in the education sector have RHL?

Yes. Employees in Queensland state schools have access to 10 days of paid RHL. Some employees in the non-government sector have access to paid RHL including PMSA schools (5 days per year), Moreton Bay College and Moreton Bay Boys' College (5 days per year), Rockhampton Girls Grammar School (5 days per year) and Cairns Catholic Education - Principals' Agreement (10 days per year).

If RHL is available, what would employees need to do to access it?

If RHL is included in the new collective agreement, there would also be details in the agreement about how to access the leave. Accessing leave would generally be similar to accessing personal leave. Employees would likely need to provide reasonable notice of their need to take leave and may be asked to provide evidence that would satisfy a reasonable person about why the leave is necessary.

How can IEU members take ACTION NOW to support the claim for paid RHL leave?

A successful outcome in the collective bargaining negotiations with Queensland Catholic school employers requires active involvement from all IEU members. Members are encouraged to engage with IEU Chapter activities and meetings, keep an eye on IEU communications and visit the [online campaign hub](#) regularly to stay informed.

It's also a great time to speak with non-members and encourage them to strengthen our collective voice by [joining IEU](#). Together, we can ensure Queensland Catholic school employers take ACTION NOW to improve working conditions for all employees.

Scan the QR Code to visit the
ACTION NOW! Campaign Hub:

