



What reforms have been proposed and when could they be introduced?

The Government expects to have the Law changed by mid-2021 with changes coming into effect 2 months after it passes. The entitlement would come into effect depending on when workers were employed, allowing businesses time to prepare.

Who qualifies for the increase in sick leave?

The current minimum requirement is 5 days a year. Under the proposed extension, new Staff will be entitled to 10 days sick leave after their first 6 months of employment.

Workers who have already worked for at least 6 months, will have their leave increased to 10 days when they reach the anniversary of the first time they completed six months.

Will the change affect part time workers?

Under the Holidays Act, workers are entitled to sick leave once they have worked for the same employer for 6 months.

This includes employees who have worked continuously as well as those who have worked an average of at least 10 hours a week, including at least one hour a week or 40 hours a month.

Sick leave is NOT pro-rated in any way. If you only work 3 days a week, you still have the same sick leave entitlement as someone working five.

How much leave can be stockpiled?

The amount of sick leave that can be saved will remain at 20 days.

Will the changes affect contractors?

Contractors do not get the same protections as employees, including sick leave. It is unlikely that the sick leave extension will affect contractors.