

# Reproductive Health Leave Guidance for health practitioners

## 1. What is Reproductive Health Leave and for what reasons can be it be taken?

From 30 September 2024, Reproductive Health Leave (RHL) is a new type of paid leave entitlement available to Queensland State Public Sector Employees for certain circumstances related to reproductive health.

RHL may be taken by an employee in the following circumstances:

- (a) when chronic reproductive health conditions (such as, but not limited to, endometriosis, dysmenorrhea, adenomyosis, polycystic ovary syndrome, and menopause symptoms) require absence from the workplace;
- (b) to receive fertility treatment such as, but not limited to, in vitro fertilisation (IVF);
- (c) to attend preventative screening associated with reproductive health, including, but not limited to, breast and prostate screening; and
- (d) for treatment associated with reproductive health including, but not limited to, hysterectomy and vasectomy.

Employees will be entitled to up to 10 working days RHL on full pay during each financial year (or RHL on a pro-rata basis for part-time employees).

## 2. Why do health practitioners need to know about the evidence required under RHL?

If an employee applies for **more than** 3 consecutive working days of RHL, the employee may be requested to provide evidence to support the RHL application, such as documentary evidence from a health practitioner (for example, a medical certificate).

## 3. What should evidence from health practitioners include to be sufficient to support a RHL application?

The documentary evidence from a health practitioner does not need to state which above category (a)-(d) the employee is experiencing. Further, a chronic reproductive health condition need not have a formal clinical diagnosis to access the leave. The evidence may merely refer to, for example, a:

- reproductive health issue
- chronic reproductive health issue
- reproductive health circumstance.

## 4. What evidence should health practitioners provide to support 'ongoing' health conditions and treatments covered under an RHL application?

If the employee wishes to rely on the documentary evidence for subsequent absences in relation to chronic health conditions or fertility treatment, the evidence must state that the nature of the circumstance is ongoing. Such documentary evidence can then satisfy the evidence requirements for RHL absences for the remainder of the financial year.