# Sick and Carer’s Leave

Workers can take time off from work if they are sick or looking after someone who is sick.

## Who can take this leave?

* All workers, except casuals, get paid sick and carer’s leave.
* Casual workers get carer’s leave, but are not paid.

## When can workers take this leave?

* Workers can take sick leave when they’re sick or injured and can’t come to work.
* Workers can take carer’s leave to care for or support a person that lives with them, or someone in their immediate family (which includes parents, children, siblings, partners, grandparents, or a partner’s family). The person being looked after must be sick or injured or need help with an unexpected emergency.
* Workers must tell their boss they are taking leave as soon as they can.

## Does the worker need to give their boss any evidence?

* A worker can be asked to provide evidence. This is usually a doctor’s certificate or a statutory declaration (when you write down a statement and you declare it to be true and sign it in front of a witness).

## How much of this leave can workers take?

* Full-time and part-time workers get 10 days of paid sick and carer’s leave each year (pro rata for part-time employees), based on their ordinary hours of work. The entitlement to 10 days of sick and carer’s leave can be calculated as 1/26th of an employee’s ordinary hours of work in a year. If workers don’t use this leave in that year, it is kept for future use.
* Casual workers get 2 days of carer’s leave without pay each time they need it.
* Full-time and part-time workers can also take 2 days of carer’s leave without pay if they don’t have any paid sick or carer’s leave left.

## How much pay do workers get?

* Workers get their base (normal) rate of pay. This doesn’t include overtime, penalties, allowances or bonuses.

## What if a worker is finishing a job?

* Most workers don’t get paid for any remaining sick and carer’s leave when their job ends.

## Find out more

For more information about sick and carer’s leave, go to [www.fairwork.gov.au/leave](http://www.fairwork.gov.au/leave).

You can also talk with someone from a community organisation or community legal centre, a HR officer, an Indigenous liaison or employment officer, an employer association (if you’re a boss) or a union representative (if you’re a worker).