



# SICK AND CARER'S LEAVE

## WHEN DOES EVIDENCE HAVE TO BE PROVIDED?

Permanent employees (full-time & part-time) are entitled to paid sick leave if they can't work due to:

- personal illness or injury; or
- to provide care or support to an immediate family or household member (because of an illness, injury, or emergency affecting the member).

Your enterprise agreement may outline when you must give evidence to your employer and your employer can request you to provide evidence for as a little as 1 day off work.

It's important to know:

- **Statutory declarations** in lieu of medical certificates are acceptable forms of evidence
- There are no strict rules on what type of evidence needs to be given; and
- The evidence only has to convince a reasonable person that the employee was genuinely entitled to the sick or carer's leave.

**An employee who doesn't give their employer evidence when asked may not be entitled to be paid for their sick or carer's leave.**

### SCAN TO DOWNLOAD A STATUTORY DECLARATION

An employee can complete this themselves but must have it witnessed by an authorised person as defined on the back of the declaration.



### YOU HAVE RIGHTS!

If you have trouble getting paid for sick or carer's leave, or the evidence you provide is denied, contact the HSU Head Office on 1300 478 679 for further assistance.

**BECOME A MEMBER, KNOW WHERE YOU STAND!  
BE INFORMED AND GET ASSISTANCE ON  
EXERCISING YOUR WORKPLACE RIGHTS.**

