

Aruma EA 2024 – CPSU NSW Draft Clause

1) Menstruation and Menopause Leave and Support

- a) Aruma recognises the experiences of menstruation and menopause can be debilitating and that stigma and taboo may surround these experiences. Aruma is committed to providing support to staff who have negative health experiences during menstruation and menopause and will facilitate adequate self-care on these occasions.
- b) Aruma will approve any reasonable request from an employee who is experiencing problems during menstruation or menopause including:
 - i) The opportunity to work under temporarily changed circumstances that encourage the comfort of the employee (for example, resting in a quiet area or a temporary arrangement to work from home); or
 - ii) Any other appropriate measure including those available under existing provisions for flexible work arrangements.
- c) If an employee is unable to work if experiencing symptoms of menopause or menstruation, and where the options available under clause 1(b) above are not viable, employees (including part time and casual employees) shall be entitled to paid Menstruation and Menopause leave up to a maximum of 36 days per year.
- d) A medical certificate or any other evidence will not be required for an employee to access paid Menstruation and Menopause Leave.
- e) Menstruation and Menopause Leave will be:
 - i) available in full on the anniversary of an employee's employment.
 - ii) accrued from year to year should any remaining leave be untaken.
 - iii) paid on a pro rata basis depending on the employee's ordinary hours of work at the time of applying for leave.
 - iv) forfeited by the employee on termination of their employment.