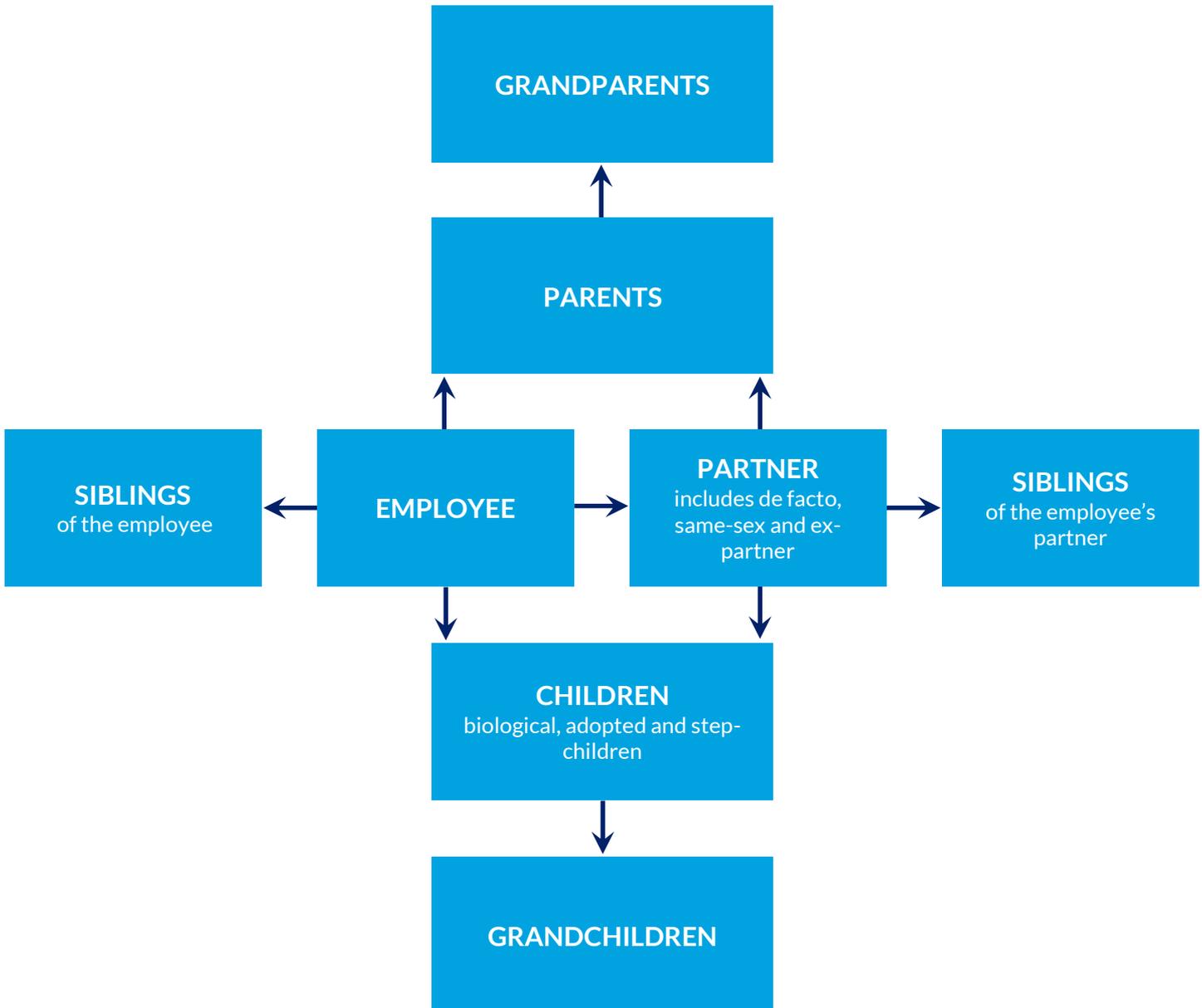


## DEFINITION- IMMEDIATE FAMILY / HOUSEHOLD MEMBERS

The *Fair Work Act 2009* (Cth) defines *immediate family* as:

- (a) a spouse, de facto partner, child, parent, grandparent, grandchild or sibling of the employee; or
- (b) a child, parent, grandparent, grandchild or sibling of a spouse or de facto partner of the employee.

These relationships are summarised in the below diagram:



**Exclusions:** Aunts, uncles, cousins, partners of an employee's sibling and pets.

For the purposes of Personal/Carer's Leave and Compassionate Leave provided under Division 7 of the National Employment Standards (NES), an employee's entitlement to such leave extends beyond occasions solely in relation to 'immediate family' and also include occasions involving members of an employee's 'household'. Household members are those people who live with the employee at the time that such leave is requested.

## Contacting the Victorian Chamber of Commerce and Industry

The Victorian Chamber's team of experienced workplace relations advisors can assist members with a range of employment, human resources and industrial relations issues.

Our experienced workplace relations consultants can also provide assistance to both members and non-members on a range of more complex matters for a fee-for-service. The consultants can, among other things, provide training to employees, conduct investigations and provide representation at proceedings at the Fair Work Commission.

For assistance or more information, please contact the Workplace Relations Advice Line on **(03) 8662 5222**.

### Disclaimer

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