

## Foster Carer's Leave

The Foster Carer's Leave clause is intended to support employees who require leave to attend to matters directly related to their Foster Caring role. These may include assessments, training or appointments that are not covered by other forms of leave.

Permanent or fixed term Employees will be entitled to 3 paid days of non-cumulative leave per calendar year. The 3 paid days of leave becomes available on January 1 each year.

Foster Carers leave for casual Employees will be paid to the extent of their agreed working arrangements.

### Meaning of 'Foster Carer'

Foster Carer means an employee who is a foster carer in the state of Western Australia, or individuals who care for a child due to kinship or respite care arrangements that are not deemed to be permanent.

To be a foster carer, an individual must be approved as a carer by the CEO of the Department of Communities under Regulation 4 of the *Children and Community Services Regulations 2006*, in accordance with section 79 of the *Children and Community Services Act 2004*.

### Notice requirements

The agreement does not provide a specific requirement for giving notice of a need to take foster carer's leave, however notice in advance of the leave is required, as well as an estimate of the amount of leave expected to be taken.

Foster carer's leave can be taken in minimum periods of one hour, in part-days or full days to attend appointments, training, mandatory assessments, court matters or other matters related to the placement of a child in care.

### Evidentiary requirements

Employees must provide the Employer with reasonable evidence of entitlement. This could include documentation from the Department of Communities, the Children's Court of Western Australia or other relevant organisation (such as the Foster Care Association of Western Australia) to support their request for leave, respective of the privacy of the child/children in their care.

For more information about foster care, refer to the Department of Communities' website:

[Resources for prospective foster carers \(www.wa.gov.au\)](http://www.wa.gov.au)