

Government "notes" new leave recommendation; "Malicious" HR email referred to police; and more

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Inquiry's recommendation for paid menopause leave 'noted'

The Australian Government has 'noted' a recommendation that it consider introducing paid leave for working women experiencing perimenopause and menopause.

In its response to a [Parliamentary inquiry into these issues](#), the Government says: "The Department of Employment and Workplace Relations is aware some countries have legislated menstrual leave and some are considering reproductive leave."

DEWR will "continue to monitor these at a high-level but notes evidence of effectiveness may be limited or inaccessible", it continues.

Further: "The Government acknowledges that reproductive health leave provisions are being adopted in some workplaces in Australia, directly by employers or through enterprise agreements. The Department of Employment and Workplace Relations has captured IVF/reproductive leave, menstrual leave and menopause leave in its database of approved enterprise agreements since 2023. This information will continue to be captured, providing insights into the implementation of reproductive health leave entitlements in Australian workplaces."

The Committee, chaired by Queensland Greens Senator **Penny Allman-Payne**, also recommended that the WGEA re-commence collecting data on the supports employers are providing for employees experiencing perimenopause and menopause, and the Government has given this "in-principle" support.

"This may require amendments to WGEA's legislative framework," it says. "The Government recognises the need to understand the nature of existing workplace supports and their impact on gender equality and the role WGEA could play in collecting this data."

Speaking to HR Daily after the Inquiry's report was handed down last year, a menopause expert said employees experiencing menopause and perimenopause often [value flexibility more than leave](#), noting that "just sending women home means that workplaces don't have to change".

[Australian Government response to the Senate Community Affairs References Committee report: Issues related to menopause and perimenopause](#), 21 February 2025

Law firm takes action over "malicious" all-staff email

Law firm Slater & Gordon is conducting a forensic investigation into an email that was sent to all staff last Friday morning, purportedly from its interim chief people officer, **Mari Ruiz-Matthyssen**.

Reports of the email hit mainstream news and social media sites within hours. It included a spreadsheet detailing employees' pay, bonus status and performance rankings, along with criticisms of key executives.

Slater & Gordon quickly responded that the information in the email wasn't correct; it has subsequently confirmed that the email was *not* sent by the interim CPO.

In a statement provided to HR Daily, Slater & Gordon CEO **Dina Tutungi** said: "The malicious email that was sent to our employees on Friday by someone impersonating a staff member was an invasion of privacy and I apologise to everyone affected by it.

"We understand the upset and distress this has caused, and we are conducting a forensic investigation to find out how this occurred. I want to assure all of our employees that they will be provided every support possible."



Senator Penny Allman-Payne



Dina Tutungi, Slater and Gordon

attached to the email, while unreliable, should never have been shared."

Both Slater & Gordon, and the interim CPO, have referred the matter Victoria Police through the Australian Cyber Security Centre.

"We are fully committed to supporting our staff through this time, and meeting all our legal and regulatory obligations, including the reporting of privacy breaches and any necessary compliance steps," Tutungi said.

"Our Cyber Incident Response Team has been stood up and a thorough forensic investigation is being conducted, supported by external specialists. We will have more to say when we know more.

"We are committed to upholding the strong culture and values of this firm, and we will not allow this act to distract from the important work we do for our clients."

Widespread dissatisfaction reported across workplace surveys

Surveys are revealing dissatisfaction and a high intent to leave among employees across all levels of business.

According to Aon's [2025 Employee Sentiment Study](#), 67% of Australian workers are in the process of moving employers, or plan to do so, in the next 12 months.

The findings, based on data from more than 500 employees in Australia and 9,000 globally, come at a time when Gartner is warning more than half of C-suite leaders are [open to leaving their current role in the next two years](#).

Meanwhile a [Human Synergistics wellbeing report](#), drawing on five years of feedback from 70,000 workers in Australia and New Zealand, is warning that fewer than half (44%) of frontline managers feel supported by their organisation to do well. The same study found 90% of CEOs report strong interest in improving themselves, but only half feel supported by their organisation to do well.



Corinne Canter, Human Synergistics

According to the Human Synergistic report, frontline managers experience the lowest levels of satisfaction with their job and career prospects, compared to leaders at other levels, and rate their ability to handle stress poorly.

Human Synergistics' head of consulting **Corinne Canter** says the first step into leadership is often the hardest.

"People are often promoted into manager roles because of their task effectiveness, but leadership requires a different skillset. Many frontline leaders are [left to figure it out on their own](#)."

Aon's report says the benefits Australian employees value most are: paid time off; work-life balance programs; career development; retirement savings; and remote and/or flexible work.

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[Employers welcome FWC ruling on consultation "trigger"](#) P

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Employers' duty to consult about major workplace change should only be triggered after a "definite decision" has been made, the Fair Work Commission has determined for the purpose of drafting model EA terms. However, it flagged that the topic will receive further consideration later this year. [→ more →](#)

[Data and business partnering skills highly sought after in HR professionals](#)

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Australian HR leaders are more likely to be intensifying their DEI efforts than rolling them back, according to an LGBTIQA+ inclusion specialist. [→ more →](#)

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