

Resolution of Council

21 August 2023

Item 12.16

Motion to Local Government NSW Annual Conference - Support for Gender Affirmation Leave for Council Workers

Moved by Councillor Ellsmore, seconded by the Chair (the Lord Mayor) –

It is resolved that Council:

- (A) note that:
 - (i) workers who are undergoing gender transition through surgeries and other gender affirmation procedures can require six weeks or more recovery time;
 - (ii) very few employees have sufficient leave stored up for these processes - particularly in the wake of Covid-19. A lack of access to leave can effectively force trans, non-binary, and otherwise gender-diverse employees to leave their employment to undergo gender transition procedures; and
 - (iii) gender affirmation leave is not commonly available for workers, including local government; and
- (B) submit the following motion for consideration at the upcoming 2023 Local Government NSW Annual Conference:

Topic: Support for Gender Affirmation Leave for Council Workers

That Local Government NSW consult with the union and trans health providers to develop a policy for paid annualised gender affirmation leave for employees of local government.

Carried unanimously, as part of an in globo motion.

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