

Government Sector Labour Relations

Shaping a contemporary government sector workforce

Circular 2/2025 – Amendments to the definition of an employee’s family and household

Application

1. This Circular applies to all Western Australian public sector employers.

Background

2. The *Industrial Relations Legislation Amendment Bill 2024* was passed on 6 November 2024. It results in several amendments to the *Industrial Relations Act 1979* and *Minimum Conditions of Employment Act 1993* (MCE Act) effective from 31 January 2025.
3. Section 3 of the MCE Act expands the definition of an “employee’s family or household” for the purpose of that act to now include the following relatives of an employee’s spouse or de factor partner:
 - a. children, step-children or grandchildren;
 - b. parents, step-parents or grandparents; and
 - c. siblings.
4. Most public sector industrial agreements provide a narrower definition of an employee’s family or household than the MCE Act for the purpose of accessing bereavement leave.

Instruction to Agencies

5. To ensure consistency, the MCE Act definition of an employee’s family or household is to be applied when considering applications for bereavement leave under public sector industrial instruments.
6. GSLR will coordinate the process for updating industrial instruments to reflect the changed statutory definition.

Further Advice

Please contact your [Labour Relations Adviser](#) should you require further clarification.



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