



KAIZEN  
WORKFORCE SOLUTIONS

## Force Majeure Policy

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You are legally entitled to take up to 3 days Force Majeure Leave in any 12-month period, or 5 days in a 36-month period. You will be paid by your employer during this time. You cannot be dismissed by taking this Leave.

Force Majeure covers an unexpected illness or injury, which is unexpected or sudden and needs the immediate attention of a close family member.

Close family members may include;

- a) Child
- b) Spouse
- c) Brother/Sister
- d) Parent/Grandparent
- e) Someone to whom you have a duty of care

You must inform your Employer as soon as possible that you need to take Force Majeure Leave.

<p>Force Majeure. Sudden serious injury or illness affecting a member on an employee's family (Child, Spouse, Partner, Brother, Sister, Parent, Grandparent) making those employees presence to assist that family member indispensable. By definition this type of illness or injury cannot be foreseeable or otherwise generally predictable. Therefore, by way of example routine and foreseeable illness of small children, other relevant immediate family members which are invariably injured or become ill from time to time should not be covered.</p>	<p>Up to three working days in any twelve months, or five days in any thirty-six months, subject to approved application immediately after event.</p>
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