



Department for the
Economy
www.economy-ni.gov.uk

An Roinn
Geilleagair

Domestic Abuse Safe Leave

CONSULTATION RESPONSE FORM

JULY 2024

Personal detail questions

P1 **Your name:**

P2 **Your email address:**

P3 **Are you:**

An individual

An employer

Representing a trade union

Representing an industry or employer association

Representing a charitable or community and voluntary organisation

Other (please specify)

P4 **For employers and organisations only:**

Please provide the name of your company or organisation:

Please indicate if you are content for the name of your company or organisation to be listed in an Annex to the Departmental Response? The Annex will list the name of the company or organisation, but not the person who responded on its behalf.

Yes

No

P5 **If you are an individual, are you:**

Employed

Self-employed

Unemployed

Retired

Not looking for work

Other

P6 If you are in employment, what type of organisation do you work for?

- Private sector
- Public sector
- Charity/voluntary sector
- Other

P7 If you are in employment, how many people work for your organisation?

- Micro-business (0-9 employees)
- Small business (10-49 employees)
- Medium-sized business (50-249 employees)
- Large business (250+ employees)

P8 If you are an employer, how would you classify your organisation?

- Private sector
- Public sector
- Charity/voluntary sector
- Other (please specify)

P9 If you are an employer, how many employees work for your organisation?

- Micro-business (0-9 employees)
- Small business (10-49 employees)
- Medium-sized business (50-249 employees)
- Large business (250+ employees)

Consultation specific questions

1. **The Department proposes to include all of the abusive behaviours outlined below in its definition of abusive behaviour. Do you agree that the behaviours below should be included? Are there any other behaviours that are relevant?**

Type of behaviour

| | | |
|------------------------|------------|-----------|
| Physical abuse | Yes | No |
| Psychological abuse | Yes | No |
| Sexual abuse | Yes | No |
| Financial abuse | Yes | No |
| Emotional abuse | Yes | No |
| Controlling behaviour | Yes | No |
| Coercive behaviour | Yes | No |
| Other (please specify) | Yes | No |

2. **In terms of 'connected to', which of the following relationships should be included within the regulations?**

Relationship

Is or has previously been married to each other

Is or has previously been in a Civil partnership

Is or has previously been living together as partners

Is or has previously been in an intimate relationship with each other

Members of the same family

| | |
|---------------------------------------|------------------------------|
| Parent | Step children / step parents |
| Grandparent | Child |
| Grandchild | Other (please specify) |
| Sibling / step sibling / half sibling | |

3. **Do you agree that the right to safe leave should arise following a single incident of domestic abuse?**

Yes **No**

4. **The purpose of safe leave is to deal with ‘issues related to domestic abuse’. Do you think in addition to those already referred to in the Act there are any other issues related to domestic abuse which should be specified in regulations?**

Yes **No**

Please provide any comments you might have in the text box below:

5. **Do you think identification of other ‘issues related to domestic abuse’ would be more appropriately dealt with via Departmental guidance?**

Yes **No**

Please provide any comments you might have in the text box below:

6. **Do you agree that the definition of leave year for the purposes of safe leave should align with the existing definition of leave year for annual leave purposes, set out in the Working Time Regulations (NI) 2016?**

Yes **No**

Please provide any comments you might have in the text box below:

7. **Should the Department set out how notice to take safe leave should be given by an employee in guidance or regulations?**

Guidance **Regulations**

Please provide any comments you might have in the text box below:

8. **If the notice requirements to take safe leave are set out in regulations would it be appropriate to make the requirement to inform the employer as soon as reasonably practicable?**

Yes **No**

Please provide any comments you might have in the text box below:

9. **Should an employer have the option of seeking notification of the purpose of safe leave (e.g. obtaining legal advice, finding alternative accommodation etc) as part of any notice procedures?**

Yes **No**

Please provide any comments you might have in the text box below:

10. Should safe leave be able to be taken in periods shorter than one day?

Yes **No**

If you disagree, please set out the reasons as to why you disagree.

11. The intention is that employees should receive their full pay when on a period of safe leave. Should this rate of pay reflect an employee's normal pay and include components such as regular overtime, regular commission and regular bonuses or an employee's basic pay?

Normal Pay **Basic Pay**

Please provide any comments you might have in the text box below:

12. Do you have any comments on the matters which should be contained in any Department for the Economy guidance on the operation of safe leave?

Please provide any comments you might have in the text box below:

13. Is there any other support that might be useful for employers and employees?

Please provide any comments you might have in the text box below:

14. Please provide any comments you might have about the role of Early Conciliation and the Tribunal processes in claims related to Domestic Abuse – Safe Leave in the text box below:

15. Do you have any additional comments about any aspect of this consultation and/or the implementation of Domestic Abuse – Safe Leave?

16. Please use the space below if you wish to provide any comments or feedback on any of the associated impact assessments.

Hard copy responses

Please mark your envelope as **'To be opened by addressee only'** and post to:

Safe Leave Consultation Team
Department for the Economy
5th Floor, Adelaide House
39-49 Adelaide Street
Belfast, BT2 8FD

For e-mail responses, please forward your completed form to:
safeleaveconsultation@economy-ni.gov.uk