

Urgent Family Leave Updates



We would like to inform you of a key update to the **Urgent Family Leave Entitlement**, which took effect from **4 April 2025**.

What's Changing?

- **Increased Leave Allocation:**
Employees will now be entitled to **32 hours** of Urgent Family Leave annually (previously 15 hours).
 - **Leave Distribution:**
 - **16 hours** will continue to be deducted from *Vacation Leave*.
 - The *new additional 16 hours* will be deducted from *Sick Leave*, subject to available balance.
 - **No Pre-Approval Required:**
Employees are not required to seek prior approval, but **timely notification to the employer is mandatory**.
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When Can Urgent Family Leave Be Used?

Urgent Family Leave can be utilised in the following situations:

- Caring for an unwell child or dependent.
- Assisting parents in case of illness or emergency.
- Supporting siblings or legal minors in urgent situations.
- Any similar family-related emergencies.

Note: Employers reserve the right to request documentation to verify the need for urgent leave.



How Will This Impact Your Business?

- HR leave policies must be **updated** to reflect the new entitlements.
 - HR systems and processes should be **reviewed** for compliance.
 - Ensure **fair and legal** handling of leave requests across your organisation.
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? Need Help?

We are here to assist you in updating your HR policies and aligning with the latest regulations.



Contact DFK Malta today to ensure compliance and best practices.

Key Contact

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