

Other Paid Leave

Teachers are entitled to various types of paid leave, other than personal leave.

Bereavement Leave:

Bereavement leave with pay applies from the first day of service and counts as service. Teachers are entitled to up to three days leave [non-cumulative] on each occasion of a death of a member of the employee's immediate family or household; and on the death of an employee's domestic partner, parent of spouse or partner, foster parent, step parent, step sibling, guardian or foster child.

Bereavement leave granted of at least one day whilst on another type of paid leave will result in the re-crediting of that leave. Further paid or unpaid bereavement leave may be granted if considered appropriate by the delegate.

Annual Leave [also called Recreation Leave]:

Teachers are entitled to 20 days annual leave for each full year worked. Where less than a full year is worked, employees are entitled to annual leave on a pro rata basis. Part-time employees will accrue a pro rata credit based on the number of part-time hours worked. It is custom and practice for teachers' annual leave to be taken in the Christmas/New Year break. An employee who is medically unfit for duty for one day or longer while on annual leave and who produces satisfactory medical evidence may apply for personal leave. In these circumstances, annual leave will be re-credited for the period of personal leave granted.

Long Service Leave:

Entitlements for long service leave are as follows:

- employees may be granted leave to the extent of pro rata long service leave credits after 7 years eligible service;
- employees will receive payment on separation [ie resignation, retirement] of any pro rata entitlements after 7 years eligible service; and
- employees will be granted leave in blocks of not less than 7 days unless the Director, Human Resources approves a lesser period in exceptional circumstances.

Employees accrue 9 calendar days for each full year of permanent employment. Long service leave may be taken on double, full or half pay when approved by the delegate and subject to operational requirements, with credits to be deducted on the same basis. If a supervisor does not approve an application by an employee for long service leave because of operational requirements, the manager/ supervisor will consult with the employee to determine a mutually convenient alternative time [or times] for the employee to take the leave.

Other Types of Paid Leave:

- Defence service
- emergency leave for duty in the State Emergency Services
- emergency leave for disasters
- sporting leave
- jury service.

A full list of reasons for leave can be found in the ACT DET Teaching Staff Union Collective Agreement 2007–2009, at Section D – Leave and Appendix 2.

Go to www.aeuact.asn.au/info-centre/working-conditions/index.html