

ANNUAL LEAVE POLICY

1. POLICY STATEMENT

The purpose of this policy is to clearly outline the way in which employees' annual leave entitlements are managed in order to both ensure that employees take their annual leave regularly each year and that Council's annual leave liability is minimised. This policy applies to all employees except casuals.

2. DEFINITIONS AND ABBREVIATIONS

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|---------|---|
| GM | General Manager |
| Council | Wentworth Shire Council |
| Award | Notional Agreement Preserving the Local Government (State) Award 2004 |

3. POLICY (Description)

3.1 Accruing Annual Leave

- Annual leave consisting of 4 weeks (or the pro-rata equivalent for part-time employees) at the ordinary rate of pay shall be granted to an employee, after each 12 months service with Council. Indoor employees who commenced before May 1995 are entitled to 5 weeks annual leave.
- Any paid leave (including maternity leave on half pay which accrues annual leave at the pro-rata amount) counts as service for accruing annual leave.
- Under the Award, leave without pay does not count as service for accruing annual leave.

3.2 Maximum Accrual

Annual Leave is to be taken at a time mutually convenient to the employer and employee within 12 months of the date of accrual. This means that the maximum annual leave accrual at any time is 8 weeks.

Annual leave is not to accrue beyond 8 weeks at any time except in cases in which extenuating circumstances preclude an employee from taking their leave.

To enable annual leave accruals to be monitored, a report outlining all employees' leave accruals will be sent to each Director on a quarterly basis.

Where it is proposed that an employee's annual leave accrual will exceed the 8 week limit, a written application for deferral will be submitted to the relevant GM for approval. This application must be submitted at least 2 months before the 8 week maximum accrual is reached.

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| Maintained by: | MHR | Approved by: | GM | Effective Date: | |
| File Number: | C9/7 | Council Policy No: | CP92 | Version No: | 2 |
| Other Reference: | Nil | | | | |
| Application: | All Staff | | | | |
| Attachments: | Nil | | | | |

If such approval is not granted, the employee will be required to commence taking their excess annual leave accrual within 4 weeks of this decision.

3.3 Directing Employees To Take Annual Leave

Council may direct an employee to take a specified amount of annual leave at a prescribed time when:

- work arrangements dictate;
- there is an annual close-down;
- the employee has accrued more than 8 weeks annual leave.

Council must give the employee a minimum of 4 weeks notice.

3.4 Transitory Arrangements

Council recognises that, at the time of the implementation of this policy, some employees have leave accruals in excess of 8 weeks (including both entitled and pro-rata leave).

Accordingly, for only those employees who have such excessive leave accruals, the relevant Director, in consultation with the relevant supervisor and employee, will provide a plan to the GM that outlines how the employee's leave accrual will be reduced below the 8 week maximum.

3.5 Applications for Leave

The Council recognises the importance to employees of the timing of taking annual leave. In order to maximise this, a Leave form should be completed at least 4 weeks before the date of starting leave and be forwarded to the appropriate supervisor and Director for approval. Staff will be informed of the outcome of their application as soon as possible.

An employee may request to have leave paid in advance as long as the actual Annual leave period is 10 or more working days. A leave application form indicating leave is to be paid in advance is required three weeks before the leave is due to commence.

4. ASSOCIATED LEGISLATIONS

This policy complements other legislation and where it is silent on matters referred to in the following legislation such matters must be followed in accordance with the legislation.

- Notional Agreement Preserving The Local Government (State) Award 2004

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| Attachments: | Nil | | | | |

This policy can be varied by the General Manager if exceptional circumstances prevail.

5. ASSOCIATED COUNCIL DOCUMENTS

- Leave Form
- Leave WPP

6. POLICY REVIEW

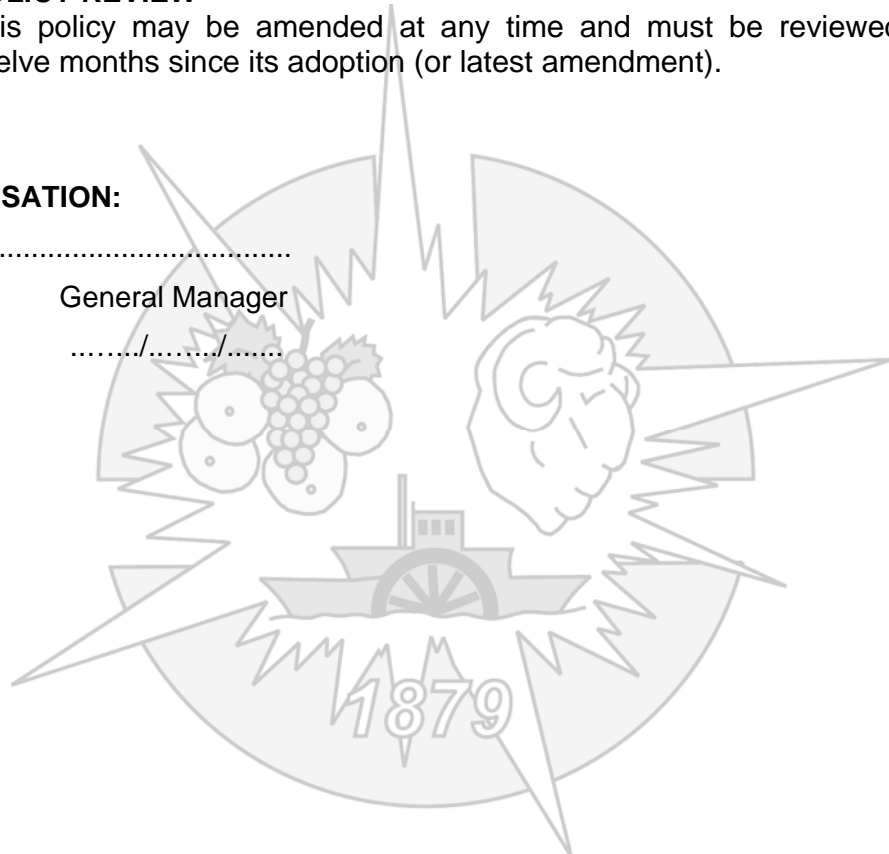
This policy may be amended at any time and must be reviewed at least twelve months since its adoption (or latest amendment).

AUTHORISATION:

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Position: General Manager

Date:/...../.....



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