

Leave entitlements

Item	Current entitlement	Proposed entitlement
Annual Leave	4 weeks paid leave	4 weeks paid leave - unchanged
Annual Leave loading	17.5% of 4 weeks of base rate of pay	17.5% of 4 weeks of base rate of pay - unchanged
Sick leave	15 days paid leave accumulative	15 days paid leave accumulative - unchanged
Personal Leave	6 days paid leave	6 days paid leave - unchanged
Parental Leave	20 weeks full pay 30 weeks phased return to work 2 weeks paid partner leave	20 weeks full pay - unchanged 40 weeks phased return to work- increased by 10 weeks 2 weeks paid partner leave - unchanged Additional 6 weeks paid partner leave within 12 months if partner is primary carer
Flex scheme (professional staff)	14 hours per period credit carry over 14 hours per period debit carry over 14 hours flex can be taken each period Core time hours and bandwidth hours Meal break hours Excess of 14 hours can be banked	14 hours per period credit carry over - unchanged 14 hours per period debit carry over - unchanged 14 hours flex can be taken each period - unchanged Core time hours and bandwidth hours - unchanged Meal break hours - unchanged Excess of 14 hours can be banked – unchanged
Jury service leave	Jury service leave provision	Jury service leave provision – unchanged
Australian Defence Force Service leave	Australian Defence Force Service leave provision	Australian Defence Force Service leave provision - unchanged
Leave without pay (LWOP)	Maximum period of LWOP is 12 months and can be extended for a further 12 months in special circumstances	Maximum period of LWOP is 12 months and can be extended for a further 12 months in special circumstances - unchanged
Long Service Leave	3 months after 10 years' service accumulative 4.5 months after 15 years' service accumulative	3 months after 10 years' service accumulative – unchanged 4.5 months after 15 years' service accumulative - – unchanged
Superannuation for ongoing staff Superannuation for limited term staff	17% 9.5% for first contract, then 17% for second and subsequent contracts if they are for 12 months or more	17 % - unchanged 9.5% for first 12 months and then 17% from 12 month anniversary – increase
Concessional Days	Discretionary	Enshrining 3 days (including one day in lieu of bank holiday) enshrined