

29. EARLY ACCESS TO PRO RATA LONG SERVICE LEAVE

29.1 This clause is to be read in conjunction with clause 25 – Long Service Leave of the Applicable Award.

29.2 Subject to clause 29.4, Employees within seven years of their preservation age under Western Australian Government superannuation arrangements may, by agreement with their Employer, choose early access to their long service leave at the rate of 9.28 days per completed 12 month period of continuous service for full time Employees.

29.3 Part time and casual Employees have the same entitlement as full time Employees.

- (a) For part time Employees their entitlement is calculated on a pro rata basis according to any variations to their ordinary working hours during the accrual period.
- (b) For casual Employees their entitlement is calculated on a pro rata basis according to the average hours worked during the accrual period.

This clause has been amended to clarify that part time and casual Employees have the same entitlement to early access pro rata long service leave as full time Employees.

29.4 Early access to pro rata long service leave does not include access to long service leave which the Employee has accumulated or become entitled to, prior to being within seven years of their preservation age.

29.5 Under this clause, long service leave can only be taken as paid leave and there is no capacity for payment in lieu of leave.

29.6 Employees may, by agreement with their Employer:

- (a) clear pro rata long service leave in minimum periods of one day; and/or
- (b) access pro rata long service leave at half, full or double pay.

The clause allows pro rata long service leave to be taken at half, full or double pay.

29.7 Any period of leave taken in accordance with this clause will be excised for the purpose of continuous service in accordance with the following clauses of the Applicable Award:

- (a) clause 25 (5) of the *Public Service Award 1992*; or
- (b) clause 25 (4) of the *Government Officers Salaries, Allowances and Conditions Award 1989*.