

Transitional Arrangements

32.11 Transitional arrangements for leave loading on annual leave accrued prior to 1 January 2011:

- (a) When an Employee proceeds on accrued annual leave, the oldest leave accrued will be taken first.
- (b) When an Employee proceeds on accrued annual leave, they will continue to be paid the 17.5 per cent annual leave loading.
- (c) The loading payable on accrued annual leave shall be at the rate applicable at the date the leave is commenced.
- (d) The maximum payment for the loading provided for in clause 32.11 (b) shall not exceed a rate equivalent to 17.5 per cent of four weeks' salary of a level 8.1 Employee as per Schedule 2 – General Division Salaries of this Agreement as at 1 January in the calendar year in which the leave commences, in accordance with the following:

	Maximum leave loading for annual leave:	Maximum
(i)	Commencing on or after the date of registration of this Agreement	\$1,788.64
(ii)	Commencing on or after 1 January 2020	\$1,802.05
(iii)	Commencing on or after 1 January 2021	\$1,815.47

- (e) The maximum payment is in addition to the loading paid in accordance with clause 32.2.

The maximum rates for annual leave loading have been updated.

- (f) Where an Employee resigns, or ceases employment, or where an Employee is dismissed, annual leave loading shall be paid for accrued annual leave, calculated in accordance with the provisions of clause 32 – Annual Leave Loading of this Agreement.

32.12 Clause 32.11 ceases to have effect on 1 February 2021. Where an Employee at this date has any unused annual leave which accrued prior to 1 January 2011 the applicable annual leave loading will be paid to the Employee within two pay periods.

The requirement to pay leave loading on annual leave accrued prior to 1 January 2011 when the leave is taken will cease to have effect on 1 February 2021.

Any Employee who has a pre-2011 annual leave entitlement as of this date will have the leave loading paid out, at their current rate of pay, within two pay periods from 1 February 2021. The Employee will retain their pre-2011 annual leave entitlement.