

# PUBLIC SECTOR EMPLOYMENT AND MANAGEMENT BY-LAWS

## PART 1 - PRELIMINARY

### CITATION

1. These By-laws may be cited as the Public Sector Employment and Management By-laws.

### COMMENCEMENT

2. These By-laws shall come into operation on the commencement of the *Public Sector Employment and Management Act*.

### DEFINITIONS

3. In these By-laws, unless the contrary intention appears -

“children” means natural and adopted children of the employee or of the employee’s spouse;

“medical certificate” means a certificate issued by a medical practitioner;

“spouse” includes de facto spouse;

“teaching capacity” means an employee who is employed as a teacher or an executive teacher who is school based and engaged in classroom teaching;

“headquarters” and “head station” mean the place where an employee ordinarily performs duty or, in the case of an employee who does not ordinarily perform duty at any one place, the place where the employee is ordinarily required to report for duty;

“service” means duty performed including approved periods of paid leave and periods of unpaid leave which have been specified as counting as service for all purposes.