

CESSATION OF EMPLOYMENT

5. (3) On cessation of employment an employee shall be entitled to payment in lieu of any unpaid recreation leave loading, and pro rata payment of a recreation leave loading calculated on the basis of one twelfth of the recreation leave loading entitlement at 1 January last, for each completed month of service in the year of cessation.
5. (4) Where an employee commenced and ceased duty in the same year, salary for the purposes of clause (3) shall be the salary which would have been payable to them had they been employed on 1 January of that year.

FORMULA

5. (5) The following formula is to be used in the calculation of the recreation leave loading:

$$A \times B \times 0.175 \times \frac{6}{313}$$

where:

A = annual salary at 1 January including any allowances in the nature of salary payable.

B = number of weeks recreation leave accrued at 1 January.

0.175 = seventeen and one half percent

$\frac{6}{313}$ = factor to convert annual salary to a weekly wage.

By-law 6 - Additional Recreation Leave - 7 day Shift Worker

INTERPRETATION

6. (1) For the purpose of this By-law -

“7 day shift worker” means an employee who is rostered to work regularly on any of the 7 days of the week, which includes regular rostered duty on Sundays.

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ACCRUAL OF ADDITIONAL LEAVE

6. (2) A 7 day shift worker shall accrue on 1 January of every year, in conjunction with their annual credit for recreation leave:
- (a) an additional leave credit of 1 week; or
 - (b) where rostered to perform duty on less than 10 Sundays during a year an additional leave credit at the rate of 1/2 day in respect of each Sunday rostered.
6. (3) Additional leave accrued under this By Law is not available to an employee for utilisation on a pro rata basis.
6. (4) For the purposes of this By-law -
- (a) A rostered Sunday overtime shift of less than 3 hours shall not be included in reckoning an employee's eligibility to be regarded as a 7 day shift worker;
 - (b) subject to paragraph (a), a rostered overtime shift which commences on a Saturday and extends into Sunday or commences on a Sunday and extends into Monday shall be deemed to be a Sunday overtime shift.

RECREATION LEAVE BY-LAW TO APPLY

6. (5) The additional leave accrued under this By-law shall also be subject to the provisions of By-law 4, provided that (2)(b) above shall apply for the purpose of calculating payment in lieu for the final year of service.

By-law 7 - Sick Leave

INTERPRETATION

7. (1) For the purposes of this By-law -
- “full pay” means salary as defined under the Act;
 - “half pay” means one half of full pay;
 - “illness” means an illness, injury or disease of the employee;
 - “family member”, for the purposes of clause (6A) means, a member of the employee's immediate family or household for whom the employee is responsible for care and support;
 - “sick leave year” means 12 months service from the anniversary of commencement or 12 months service since the last sick leave accrual;
 - “medical evidence” means:
 - (a) a medical certificate provided by a registered medical practitioner;
 - (b) a report provided by a medical officer approved by the Commissioner for the purpose; or