

15 September 2017

NSW Police – Managing excess leave balances

Members from across NSW Police have raised concerns about directives they are receiving around the management of excess leave. After making repeated enquiries with NSW Police at the Joint Consultative Committee (JCC) without progress, the PSA raised the issue formally via a letter in August 2017. We have not yet received a response but had been previously advised verbally that the problem came down to a SAP issue.

The PSA trusts this matter will be addressed in due course by NSW Police but in the meantime, it is important members are aware of their award entitlements and are not being asked to follow unlawful directives.

Clause 78.2 of the Crown Employees (NSW Police Force Administrative Officers and Temporary Employees) Award 2009 outlines the 'Limits on Accumulation and Direction to take leave'.

Specifically, Clause 78.2.3 states that:

'The Commissioner shall notify the staff member in writing when accrued recreation leave reaches 6 weeks or its hourly equivalent and at the same time may direct a staff member to take at least 2 weeks recreation leave within 3 months of the notification at a time convenient to the NSW Police Force'

And Clause 78.2.4 states that:

'The Commissioner shall notify the staff member in writing when accrued recreation leave reaches 8 weeks or its hourly equivalent and direct the staff member to take at least 2

weeks recreation leave within 6 weeks of the notification. Such leave is to be taken at a time convenient to the NSW Police Force'

Members have informed us that they are receiving directives that are not in line with the award. Specifically, they are being directed to take two weeks of leave within six weeks when they reach 210 hours (six weeks) of accumulated leave. In fact, this is only a requirement when 280 (eight weeks) hours of accumulated leave has been reached. Sometimes members are being asked to take leave immediately outside the award conditions to reduce their leave balances.

Furthermore, where a member has leave scheduled within the above timeframes in their leave planner, they are not required to take further additional leave beyond what is contained in these clauses as they already have a plan to reduce their balances.

Any member facing directives or pressure from supervisors or managers on this issue should direct them to a copy of this bulletin and the Award. If there are further problems, please contact our Member Support Centre immediately on 1300 772 679.

The PSA will not hesitate in enforcing the award entitlements of its members.

Get your colleagues involved in the PSA and protecting **your** rights and conditions at work!

To organise a meeting in your workplace, contact:

Roland Harris - PSA Organiser
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