

## DFSI Christmas closedown bulletin

DFSI has issued a memo titled 'DFSI Christmas closedown' to staff.

A link to the DFSI memo is [HERE](#).

Paragraph six states DFSI will require employees to take 10 consecutive days of recreation leave where it has identified that an employee has accrued a recreation leave balance of 30 days or more.

DFSI management has determined for staff at or above 30 days that the Christmas Closedown period is a convenient time for them to direct employees to take the two weeks' recreation leave.

The wording itself does not take into account individual circumstances where it should. Past discussions between the PSA and management agree that individual circumstances should be properly considered.

The PSA stresses that if you have 30 days or above of rec leave, and where you have a genuine reason to take your required 10 days leave at a later time not during the Christmas closedown, then please approach line manager and negotiate for whatever two-week period is mutually beneficial to both parties in the individual circumstances.

The relevant Award clause is here: **(The Crown Conditions Award states: 77.2.3** *The Department Head 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 Department.)*

Similarly, staff (including non-frontline workers) seeking to work during the closedown period should liaise with their line manager to discuss the matter. Their line manager should then make every effort to find suitable alternative work during this period. The PSA believes this process should be transparent.

Additionally, the PSA wants to hear from any member refused deferring of leave until after the Christmas shutdown or ability to work over the shutdown period where there are genuine reasons to do so.

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