

17 September 2018

NSW Police Managing Excess Leave Entitlements

Members from across different Commands in NSW Police have raised concerns with the PSA about directives they are receiving around the management of excess leave.

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 these stipulations.

Specifically, they are being directed to take 2 weeks of leave within 6 weeks when they reach

210 hours of accumulated leave. This is only a requirement when 280 hours of accumulated leave has been reached.

Sometimes members are being asked to take leave immediately to reduce their leave balances, which is outside the above award stipulations.

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.

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!

Join the PSA [HERE](#).

To organise a meeting in your workplace, contact:

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