

Update: Long Service Leave for NSW Health employees with prior part time service

Dear Member,

Members will be aware that the HSU has long been trying to fix up the way Long Service Leave is paid to members who have had previous permanent part time service. In 2016 we provided a detailed newsletter to members which outlined the issue, advised of where we stood with negotiations and the proposed way forward. It has taken some time, but the system is now ready to handle the options available to staff.

Background

The NSW Health Awards entitle employees to 2 months Long Service Leave (LSL) after 10 years of service and then 5 months LSL for each 10 years of service thereafter.

Permanent part time (PPT) and full time employees with previous PPT service are entitled to Long Service Leave (LSL) in the same proportion as the actual number of hours worked each week bears to full time service.

For employees with previous PPT service, the long-standing practice of NSW Health has been to allow a period of LSL based on the employee's actual period of service and to adjust the monetary rate of payment based on the full time equivalent period of leave.

In effect, this meant that these employees have been entitled to the same amount of LSL days as a full time employee would be entitled to (referred to as "duration"); however, the hours per week that the employee is paid for are adjusted in accordance with the proportion that their service bears to full time service (referred to as "FTE accrual").

As a consequence of prioritising 'duration' over 'pay' as the point of proportionality, a significant number of employees with previous (and current) PPT service received less pay during LSL than they would have received had they worked their usual rostered or contracted hours.

These arrangements have caused confusion amongst affected HSU members as the calculations used to arrive at the payment figure is extremely complex. As well, members have been disadvantaged where the arrangements impact on personal and financial arrangements.

Following lengthy negotiations, NSW Health have now put in place the ability to utilise the current Stafflink configuration and provide the relevant employees with the ability to elect to either:

- a) receive actual duration at an adjusted monetary rate (i.e. the current arrangements); or
- b) receive their current rostered/contracted pay at an adjusted duration.

This will advantage employees with current or previous PPT service by having the ability to choose the way in which way they can have proportionality applied when accessing their LSL entitlement. Employees who prefer to maintain consistency in their weekly pay will be able to access this option.

Note Employees' entitlement to LSL under the Award would not be altered or eroded as a result of the proposed solution.

Update

We have been advised that Stafflink Service Centre have confirmed that they are ready to proceed with applications using a manual process. In some LHDs this will mean a paper form and in others an online form, depending on which stage the LHD stands with the implementation of e-forms. Eventually, the application process will take place via HealthRoster, but this will not be available until early next year (approximately).

The Service Centre will be arranging for information and training for HR/Workforce and managers, and factsheets and a comparison calculator will be available online.

The calculator needs the staff member to enter some service history contained in a service report. They can generate it themselves in StaffLink ESS, or the manager/HR/Service Centre can do it for them.

The Information Bulletin and fact sheets can be found at the following link: https://www1.health.nsw.gov.au/pds/Pages/doc.aspx?dn=IB2018_059

If members have any issues or questions, please contact the HSU's Member Services Division on 1300 478 679 or email memberservices@hsu.asn.au.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD