

Taking Annual Leave at North Coast Radiology Group

Dear Member,

The HSU has had several enquiries from members in North Coast Radiology Group administration team regarding the taking of annual leave. Members report the following memo was recently distributed to all administrative staff:

Due to limited staff and discussions with management, in order to cover leave, it has been decided that only 2 clerical staff will be given leave across the board (Casino, Lismore, Goonellabah, Ballina, Byron) at any one time.

Leave which has already been given will be honoured.

As previously stated, school holidays and Christmas leave will no longer be given as "first in first served.". Staff with children and carers will be given first consideration for school holidays but Christmas holidays will be shared amongst all staff. This is so that the same people do not get it every year.

The above appears to be in contravention of your workplace agreement and the National Employment Standards (NES) which state "the employer must not unreasonably refuse an employee's request to take annual leave". The clause below is from your workplace agreement which specifically covers workplace rights like taking annual leave.

25.3 Taking Paid Annual Leave

25.4

(a) Paid annual leave may be taken for a period agreed between a Permanent Employee and his or her Employer.

(b) The Permanent Employee must advise, in writing, the Employer of their request for annual leave at least four (4) weeks prior to commencement of annual leave.

(c) The Employer must not unreasonably refuse to agree to a request by the Permanent Employee to take paid annual leave.

If you feel your annual leave request has been unreasonably withheld, you should contact the HSU's Member Services Division on 1300 478 679. This is another example of the HSU supporting NCRG members. When an agreement is negotiated, put out to ballot and registered in the Fair Work Commission, it is an agreement between employees and the employer. Both parties are legally bound to honour the content.

If you are not already a member of the HSU, you can join online at www.hsu.asn.au/join, or call 1300 478 679 and join over the phone.

In unity,



Gerard Hayes
Secretary, HSU NSW/ACT/QLD