



University of
South Australia

Managing Accumulated Time Off Procedure

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APPLICATION

These procedures apply to professional, security, grounds and document services staff employed in accordance with:

1. The University of South Australia Enterprise Agreement 2014;
2. Staff employed pursuant to an Australian Workplace Agreement (AWA), where a reference to this provision is specifically referred to in the AWA.

OVERVIEW

This procedure reflects the preferred practice of the University and provides a guide to the application and the managing of accumulated time off for working a 37.5 hour week.

PROCEDURE

1. Entitlements

- a) All full time staff shall work 37.5 hours per week in order to accrue four (4) days to be taken as accumulated time off with pay during the Christmas/New Year period on days which are not public holidays, or any other alternative time by agreement between a staff member and their supervisor.
- b) For security and grounds staff, if required an alternate time will need to be agreed to by the staff member and Director: Facilities Management (or nominee).
- c) Part-time staff members shall be entitled to accumulate time provided that their fractional time hours of duty are based on the 37.5-hour week.
- d) Staff members who commence part way through a year shall receive the full benefit of the four (4) days accumulated time.
- e) Recreation leave loading is not applicable to accumulated time off for working a 37.5 hour week.
- f) The four (4) days are not cumulative.
- g) If a staff member is on a period of unpaid leave which covers the Christmas/New Year period, they will not receive payment for the four (4) accumulated days off.

2. Declaration of designated days off during the Christmas/New Year period.

- a) Each year, the University will inform staff in a timely manner of the days allocated as the designated four (4) accumulated days off during the Christmas/New Year period.
- b) Volunteers shall be sought where a Unit/School identifies an organisational need to provide services over the Christmas/New Year period.

3. Work during the designated Christmas/New Year period.

- a) Where a staff member volunteers to work during this period, the staff member and supervisor shall negotiate alternative dates on which to take the four (4) days accumulated time or any remaining time not taken.
- b) The four (4) days are not cumulative and shall be taken no later than 30 April of the following year.
- c) If a supervisor is unable to identify dates for a staff member to take any remaining accumulated time prior to 30 April, the remaining accumulated time shall be paid to the staff member at ordinary rates of pay.

4. Payment upon termination

- a) Staff members who cease employment prior to 31 December shall be paid their remaining accumulated time for that year as accrued in accordance with these procedures.

RESPONSIBILITIES AND/OR AUTHORITIES

Immediate Supervisor

The immediate supervisor is responsible for facilitating the leave management process in accordance with this procedure.

Staff Member

All staff members are expected to manage their accumulated time off for working a 37.5 hour week in accordance with this procedure.

People, Talent and Culture

People, Talent and Culture is responsible for the development and continuous improvement of this procedure.

FURTHER ASSISTANCE

Management and staff may seek further advice from:

- Their immediate supervisor
- The designated HR representative for their area
- People, Talent and Culture
- People, Talent and Culture Web Site

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