

Our Ref:

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CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 4 OF 1991

ANNUAL LEAVE TRAVEL CONCESSION AND LONG SERVICE LEAVE

As part of the Government's commitment to ensuring greater consistency in employment conditions between public sector employees, a bipartite working party has been established consisting of representatives of the Trades and Labor Council, the Public Service Commission and the Department of Productivity and Labour to examine and document differences in conditions of employment for public sector employees and make recommendations on ways to eliminate these inconsistencies.

In its interim report, the working party made two recommendations for changes in employment conditions. These have been agreed to by the Government and are as follows:

- An amendment to the annual leave travel concession to standardise the number of days' travel for employees stationed north of the 26 degrees south latitude who are south of south parallel 20 degrees and who choose to travel by road.
- The availability of six months long service leave at half pay.

These two changes are to be implemented immediately.

In relation to annual leave travel concession, an amendment to the annual leave travel concession policy which is contained in Industrial Employees Circular No. 11 of 1973 is required. This Circular is to be amended by deleting from section 8 (3) "stationed south of south parallel 20 degrees - 1 1/2 days each way" and replacing it with "remainder - two days each way".

In addition to this amendment, the annual leave travel concession policy is currently being reviewed to ensure standardisation in all aspects of this policy. Until this has taken place, all departments and authorities should ensure the relevant provisions for wages and salaried employees are abided by.

Notwithstanding that the introduction of six months long service leave at half pay requires an amendment to the Long Service Leave General Order and to a number of awards, in the interim Government has determined that this should be made available to all employees administratively. Concurrently an application is to be filed in the Western Australian Industrial Relations Commission to amend the General Order in this manner and awards which require amendment will be amended in due course.

In addition to the above, the Government has made the following commitments:

- That it supports the single employer concept with particular emphasis on ensuring employees have full portability of entitlements throughout the public sector.
- That this Department and the Public Service Commission will develop options for a system of advertising vacancies similar to the Public Service Notices, which would operate across the public sector.

The working party is currently considering the standardisation of a number of other employment conditions as priority issues and it is likely these discussions will be finalised shortly. Subsequent to this, the working party will continue to examine all other employment conditions for public sector employees.

NOEL WHITEHEAD
CHIEF EXECUTIVE OFFICER
March 19, 1991

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