

<b>Policy number</b>	<b>Policy 007</b>
<b>Policy title</b>	Long Service Leave
<b>Strategic outcomes supported</b>	CL5 – Innovative, empowered and responsible organizational culture with the right people in the right jobs.

### Policy objective:

To manage the long service leave of Town employees

### Policy scope:

This policy applies to all employees.

### Policy definitions:

Nil

### Policy statement:

1. An employee shall commence the taking of long service leave within six months after it becomes due.
2. Where in the opinion of the CEO it is advantageous or not to the detriment of the Town, an employee due to take long service leave may be granted approval to:
  - a. Defer the leave, or
  - b. Take the leave in two parts, or
  - c. Take the leave in half the time (6.5 weeks) at double pay.
3. Provided the leave is commenced no later than two (2) years from the date it becomes due, and completed within 4 months of that commencement date, the rate of pay for the leave shall be the rate that is applicable at the time the leave is commenced. The rate of pay for long service leave – or in the part thereof – deferred beyond 2 years and 4 months shall remain fixed at the rate in existence on the second anniversary after the leave originally became due.

### Related documents

Town of Victoria Park Standards for CEO Recruitment, Performance and Termination

<b>Responsible officers</b>	Manager People & Culture.
<b>Policy manager</b>	Chief Financial Officer
<b>Approval authority</b>	Council
<b>Next evaluation date</b>	

## Revision history

Version	Action	Date	Authority	Resolution number	Report number
1	Approved	28/09/1999	Council	-	Item 4.1
2	Amended	14/08/2007	Council	-	Item 4.1
2	Reviewed	09/07/2013	Council	-	Item 10.1
2	Reviewed	11/08/2015	Council	-	Item 10.1
2	Reviewed	17/03/2020	Council	-	Item 15.3
3	Reviewed & amended	21/04/2020	Council	-	Item 15.7
4	Reviewed & amended	12/04/2022	Council	-	Item 15.5