

Know your Rights: Cashing Out of Recreation Leave

ALL NON-CASUAL employees covered by the Tasmanian State Service Award, the Legal Practitioners Award, the Health and Human Services (Tasmanian State Service) Award, the Port Arthur Historic Site Management Authority Award and the AWU (Tasmanian State Sector) Award are entitled to cash out a certain amount of recreation leave.

What right or benefit does the clause provide?

It means that if your balance of recreation leave is in excess of one year's accrual (i.e. 147 hours for a full-time employee covered by the Tasmanian State Service Award), then you can apply to have some of this cashed out. The minimum amount of leave you can cash out is 5 days' worth (for a fulltime employee); and salary paid out for the period and generally doesn't include allowances or leave loading (where relevant).

Superannuation is paid for employees who are members of the RBF Tasmanian Accumulation Scheme, but not for employees who are members of the Contributory Scheme.

What do you have to do to be eligible?

You'll need to be a full-time or part-time employee of the State Service covered under the TSSA, the Legal Practitioners Award, HAHSa , the Port Arthur Historic Site Management Authority Award or the AWU (Tasmanian State Sector) Award; and have in excess of a year's worth of recreation leave accrued.

The cashing-out is done by written agreement with your manager, and you will also need to work on developing a leave management plan with your manager.