

Personal Leave Entitlement as per State Service Award

Triennium Entitlement	Full Pay	Half Pay	Without Pay
First year of service a credit is provided.	161.70 hours (22 days)	323.40 hours (44 days)	970.20 hours (132 days)
On the 3rd anniversary of service the existing balance is replaced and a new credit is provided.	161.70 hours (22 days)	323.40 hours (44 days)	970.20 hours (132 days)
On the 5th anniversary of service a new credit is added with the existing balance remaining.	Add 323.40 hours to existing balance	Add 161.70 hours to existing balance	Credit remains 970.20 hours (132 days)
On the 6th anniversary of service the existing balance is replaced and a new credit is provided.	485.10 hours (66 days)	485.10 hours (66 days)	970.20 hours (132 days)
On the 9th anniversary of service the existing balance is replaced and a new credit is provided.	485.10 hours (66 days)	485.10 hours (66 days)	970.20 hours (132 days)
On the 10th anniversary of service a new credit is added with the existing balance remaining.	Add 485.10 hours to existing balance	No change to existing balance	Reduce credit by 485.10 hours
On the 12th anniversary of service the existing balance is replaced and a new credit is provided.	970.20 hours (132 days)	485.10 hours (66 days)	485.10 hours (66 days)

Transition Entitlements on Appointment

Forestry Tasmania (FT) employees currently have a “no credit / no debit” personal leave arrangement. Transitioning to the State Service Award or Australian Workers Union Award will mean that former FT employees have an entitlement for Personal Leave based on a triennial approach (see previous table).

Normally a new employee is appointed with 22 days on full pay for the first triennial entitlement. However new appointees from Forestry Tasmania will have their FT service recognised when determining their initial entitlement. The entitlement will then be adjusted to account for an assumption that time had been taken off for personal leave purposes during this service. To simplify this calculation, it was agreed that seven days [^] would be deducted where relevant for a year of service.

[^] Seven days is the average number of days / year taken by DPIPWE employees for Personal Leave.

State Service Award – Personal Leave for Full Time Employees

FT Service Start Anniversary	Replace Credit Balance (days)	Deduct Days Taken (7 / year on average)	Entitlement on DPIPWE Appointment
Appointment	First Credit 22	0	22
1		7	15
2		7	8
3	New Credit 22	0	22
4		7	15
5		7	8
6	New Credit 66	0	66
7		7	59
8		7	52
9	New Credit 66	0	66

10		7	59
11		7	52
12	New Credit 132	0	132

* At the 3rd, 6th, 9th and 12th anniversaries of years FT service, the existing balance remaining is ignored and replaced by 22 days, 22 days, 66 days and 132 days respectively. Entitlements for service greater than 12 year are replaced by 132 days every three years thereafter – 15th, 18th, 21st, and 24th anniversaries etc.