

EXTRACT

31. PURCHASED LEAVE

- 31.1** With the University's agreement, a full-time employee may elect to work under a 48/52-week employment cycle for a twelve-month period, which reduces the minimum salary level assigned to that employee's classification or position.
- 31.2** A 48/52-week employment cycle will enable an employee to take four weeks leave in addition to the normal four weeks of annual leave in a year and receive forty eight weeks salary, which would be payable over fifty-two weeks.
- 31.3** An employee's continued participation in the 48/52-week employment cycle is subject to annual review and approval by the University.
- 31.4** Annual leave, sick leave, and long-service leave will accrue at the full-time rate, however all paid leave taken will be paid at the rate of 48/52 of the employee's full-time salary.
- 31.5** Where an employee is being paid on a 48/52-week employment cycle, and their employment terminates, the University will either provide additional payment to the employee or recoup payment from the employee's termination benefits, so that the employee is paid for duties actually carried out up to the date of termination.
- 31.6** The University will require an employee to take all eight weeks leave during each year of the 48/52-week employment cycle and agreed dates of this leave will be specified in the approval of the 48/52 week employment cycle.
- 31.7** The University will advise an employee of the superannuation implications prior to the employee entering into a 48/52-week employment cycle with such an employee being treated as a fractional employee for the duration of the 48/52 employment cycle unless the employee has agreed to maintain employee and employer superannuation contributions at the notional full-time rate.
- 31.8** Notwithstanding anything contained in this Clause, in specific circumstances an employee and the University may agree to a more flexible employment cycle arrangement, provided it does not extend beyond a 46/52 week employment cycle for a twelve-month period. Such an arrangement shall be formally set out in a written agreement between the University and the employee.

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