

# EXTRACT

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## **4. CUMULATIVE PERSONAL AND LONG SERVICE LEAVE CREDITS WITH PREVIOUS EMPLOYERS**

Clauses 22.4 and 26.4 of the TAFE Teachers' Conditions of Employment (Victoria) Award 2002 will not apply to University of Ballarat TAFE Teachers and the following provisions shall be substituted.

- 4.1 For all TAFE Teachers commencing employment with the University on or after the date of certification of this agreement, the University will recognise prior service for the purposes of sick leave and long-service leave credits only as follows:
  - 4.1.1 with other publicly-funded Australian Universities and TAFE Colleges/Institutes;
  - 4.1.2 with privately-funded Universities whose Chief Executive Officer is a member of Universities Australia; and
  - 4.1.3 with any Victorian Public State Secondary or Primary School.
- 4.2 Provided that an employee will not be entitled to have service recognised from the organisations specified in sub-clause 4.1 above, if the employee's break in service exceeds six months. This also applies to former University employees who re-join the University after a period of six months.
- 4.3 Notwithstanding any of the above, service in other circumstances may be recognised at the discretion of the Vice-Chancellor or the Vice-Chancellor's nominee.
- 4.4 Where service with a previously recognised employer is accepted for long-service leave credit, the University may require that a period of service with the University of not more than three years be completed before an employee is eligible to take long-service leave.
- 4.5 Entitlements of employees engaged prior to the date of operation of this Agreement are not affected by the operation of this Clause and will remain as per the previous Agreement or as outlined in their employment contract.
- 4.6 Where more than ten years service is recognised by this University from other organisations or where there is entitlement to be paid out long-service leave accruals, new employees must seek to be paid out any such entitlement from their previous employer. Such service will count only towards the period of qualifying service for long-service leave and will not be subject to leave credits.

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