



Edward River
COUNCIL

TRANSFER OF LONG SERVICE LEAVE

Corporate Services
People & Safety

1. Scope

The application of this policy will be at the discretion of the General Manager and in the case where it applies to the General Manager it will be at discretion of the Administrator or Mayor of the day.

2. Purpose

To define Edward River Council policy on transfer of Long Service Leave entitlements to Edward River Council from Council's in other states & territories of Australia.

3. Legislative requirements

Local Government State Award 2014 Clause 21E defines the requirements for transfer of Long Service Leave entitlements between local government councils in NSW where there is deemed to be continuity of service.

This provision does not deal specifically with transfer between states, however it does not prohibit the transfer between states or territories and therefore allows this to be done under a Council policy.

4. Policy Statement

Where it is agreed between a local government council in another state or territory of Australia and Edward River Council an employee may have their Long Service Leave entitlements transferred to Edward River Council.

When an employee transfers from a Local Government Council, the former Council shall pay to the Edward River Council the monetary equivalent of all long service leave accruing to the employee at the time of transfer.

For the purpose of calculating long service leave entitlement all prior continuous service with the former local government council of a state or territory within Australia shall be deemed to be service with Edward River Council.

Continuity of service shall be deemed not to have been broken by transfer or change of employment from the former local Government Council to Edward River Council provided the period between cessation of service with the former Council and appointment to the service of Edward River Council does not exceed three months and such period is covered by accrued annual and long service leave standing to the credit of the employee at the time of the transfer, provided further that the employee concerned does not engage in work of any kind during the period of paid leave between the cessation of service with one employer and appointment to the service of another employer.

A statement showing all prior continuous service with the former Council shall be furnished together with details of the assessment of the amount of money that shall be paid to Edward River Council.

5. Variation

Edward River Council reserves the right to amend, vary or revoke this policy as required.



Version Control

Policy Title	Transfer of Long Service Leave.
Procedure No.:	
Department	
Function	
Policy Group	People & Safety
Responsible Officer	Manager People and Safety
Version	1
Adopted	EMT – 16 March 2017
Next revision	As required but no later than 30 September 2018
Distribution	ECM – Yes
	Intranet – Yes
	Website - No

