

Fact Sheet: Long Service Leave

In 2009, Cabinet agreed maximum leave provisions for the Public Service.

For long service leave (LSL), the maximum entitlement is two whole weeks after 10 years of service (an “initial” entitlement), and one whole week after every five years continuous service thereafter (“subsequent” entitlements). Some entitlements pre-date the introduction of leave maxima.

Long service leave entitlement combinations

Most Public Service agreements (89 percent) include an entitlement to LSL. There has been some movement in LSL entitlements in the last 12 months, with notable changes bringing initial entitlements forward or removing a maximum.

Most common combinations

There are two common entitlements to long service leave, together accounting for nearly all long service leave entitlements:

1. The leave maxima entitlement; two weeks after 10 years’ service, and one week for every five years thereafter. This accounts for 59 percent of all agreements.
2. The same as above, but with the first entitlement brought forward; one week for every five years’ service. This accounts for 21 percent of all agreements.

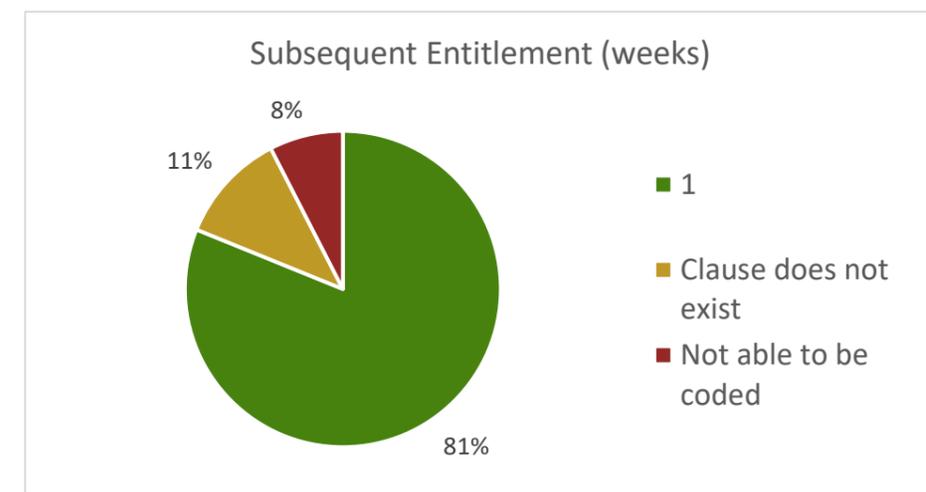
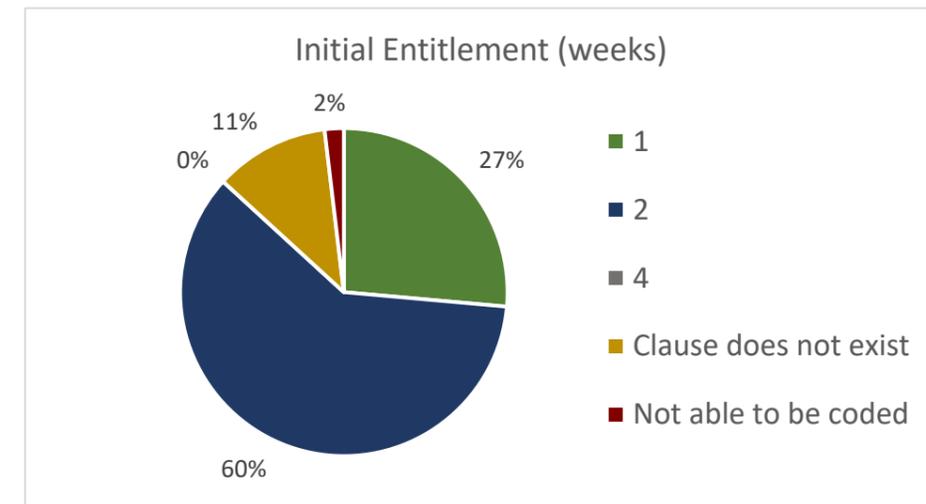
Notable changes

The following changes are significant:

1. One week is now the standard subsequent entitlement across collective agreements with LSL. Some variability exists for some workforces within collective agreements.
2. No agreements now provide an initial entitlement after 20 years’ service.
3. Fewer agreements now provide a cap on LSL entitlements; 7.5 percent of agreements provide maximum entitlement.

Charts

The below charts show the distribution of initial entitlements and subsequent entitlements of LSL across all Public Service collective agreements.



DISCLAIMER

This covers only Public Service collective agreements which were current and available as at 1 December 2022 including agreements which may have expired but remained in force at the time. This data was collected from collective agreements provided from Departments and Departmental Agencies which does not include IEA terms and conditions or any internal HR policies.