



Our Ref: WM/0213/2000
Enquiries: Agency LR Adviser

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 10 OF 2014

ANNUAL LEAVE LOADING 2014 – GENERAL AGREEMENT 6

This Circular applies to government officers and public service officers employed under a General Agreement 6 (GA6) agreement as listed in **Attachment A**.

The Circular has been issued due to a change in the methodology for calculating the annual leave loading maximum in the GA6 agreements. Those agreements were registered in the Western Australian Industrial Relations Commission on 16 September 2014.

GA6 AGREEMENTS

Attachment B clarifies the maximum leave loading applicable to salaried officers covered by the GA6 agreements.

OTHER INSTRUMENTS

The maximum annual leave loading applicable to an employee employed under a non-GA6 award or agreement remains as provided for in Circular to Departments and Authorities No. 1 of 2014 – Annual Leave Loading 2014.

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A/EXECUTIVE DIRECTOR
LABOUR RELATIONS

28 November 2014

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ATTACHMENT A

GENERAL AGREEMENT 6 AGREEMENTS

Country High School Hostels Authority Residential College Supervisory Staff Agreement 2014

Department of Corrective Services Youth Custodial Officers General Agreement 2014

Department of the Attorney General Jury Officers Agreement 2014

Electorate and Research Employees General Agreement 2014

Family Resource Employees and Parent Helpers General Agreement 2014

Government Officers (Insurance Commission of Western Australia) General Agreement 2014

Public Service and Government Officers General Agreement 2014

School Support Officers (Government) General Agreement 2014

Social Trainers General Agreement 2014

ATTACHMENT B

APPLICATION OF LEAVE LOADING RATES TO GENERAL AGREEMENT 6 AGREEMENTS

The following is general advice only. Agencies must refer to the leave loading provisions of each General Agreement 6 (GA6) agreement, and/or the applicable Award, to determine the applicable loading payable on annual leave.

The GA6 agreements specify the maximum leave loading applicable from the date of registration on 16 September 2014 and for each subsequent year through to 2017.

Leave commenced prior to registration of GA6 agreements

Where an employee is entitled to be paid leave loading when annual leave is taken and that employee commenced a period of annual leave prior to the date of registration of the applicable GA6 agreement (16 September 2014) the maximum payment for salaried officers provided for in Circular to Departments and Authorities No. 1 of 2014 – Annual Leave Loading 2014 shall apply.

Leave commenced on or after date of registration of GA6 agreements

Where an employee is entitled to be paid leave loading when annual leave is taken and that employee commences a period of annual leave on or after the date of registration, the maximum leave loading rate specified in the applicable GA6 agreement shall apply.

Leave loading paid in December

Where an employee is entitled to receive their leave loading in the first pay period in December, the annual leave loading maximum specified in the applicable GA6 agreement will apply.

Correction – maximum loading for shift workers and employees on commuted arrangements that incorporate annual leave loading

Clause 32.4(a)(ii) of the Public Service and Government Officers General Agreement 2014 (PSAAG 7 of 2014) and clause 33.4(b)(ii) of the Social Trainers General Agreement 2014 prescribe an incorrect maximum loading payable on annual leave commencing on or after 1 January 2015.

The correct maximum annual leave loading applicable in those circumstances is **\$1,676.91**.

Further information

For further information refer to Circular No. 8 of 2014 – Public Service and Government Officers General Agreement 2014 – Implementation Guidelines and Explanatory Notes.