



Public Sector Labour Relations

Shaping a contemporary public sector workforce

CIRCULAR

Circular 9/2018 – Sick Leave Arrangements for War-Caused Illness

1. Sick leave for war-caused illness was introduced via policy in 1969. At that time, the State Government committed to incorporating this provision into all public sector awards.
2. Public Sector Labour Relations (PSLR) has identified that several industrial instruments still do not contain reference to this provision.
3. As part of its commitment to modernising the public sector labour relations framework, PSLR will incorporate the following clause into all replacement industrial agreements:
 - (1) *Sick leave for War-Caused Illness*
 - (a) *An Employee who produces evidence from the Department of Veterans' Affairs stating that the Employee has a war-caused illness will be credited special paid leave of 15 working days per annum.*
 - (b) *Paid leave under this clause:*
 - (i) *may accumulate up to a maximum of 45 working days;*
 - (ii) *is to be recorded separately to the Employee's normal sick leave entitlement;*
 - (iii) *is only to be accessed for sickness related to the war-caused illness; and*
 - (iv) *may be accessed despite normal sick leave credits being available.*
 - (c) *An application for paid leave under this clause is to be supported by evidence that would satisfy a reasonable person of the entitlement.*
4. This circular replaces Circular 11/1969.

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