

Appendix I – Personal Leave

St John proposed clause changes

Without Prejudice

St John propose the below amendments to clause 23.2.1

23.2.1 General

- (a) Employees are entitled to personal/ carer's leave per year, the equivalent of:
- a. ~~2.5~~ **2.75** shift rotations **in the first operational year of this Agreement** (101 shifts); and
 - b. **3 shift rotations from 1 July 2024 (12 shifts).**
- ~~This is equivalent to ten days per year as provided in the National Employment Standards.~~
- (b) Personal/ carer's leave is paid at the employees' usual weekly rate of pay as outlined in Appendix 1.
- (c) Personal/ carer's leave will accrue progressively and is cumulative, but is not paid out on termination of employment.
- (d) St John may require an employee, and the employee must provide, satisfactory documentary evidence in relation to a period of personal leave. The employee must provide to St John a medical certificate from a registered health practitioner. If it is not reasonably practicable to provide a medical certificate, the employee may provide a statutory declaration which sets out the reasons for the employee's absence from work and the estimated duration of the employee's incapacity.
- (e) Employees are not entitled to accrue personal/carers' leave during any periods of unauthorised leave, leave without pay (including while on salary continuance), unpaid parental leave (including periods covered by the Paid Parental Leave other than the paid parental leave period of 12 weeks as provided by St John in clause 23.6 (b), or periods of approved Workers' Compensation.