Preserving long service leave following resignation



If you are intending to resign from your current position, it is important to know the minimum requirement for preserving your accruing long service leave (LSL).

To preserve your accruing LSL, you must undertake further work for the department within 28 calendar days of the date your resignation takes effect. The further work can be in any mode, i.e. it can be casual relief work, fixed term contract work, or a permanent engagement.

If you undertake work for the department within 28 days of your resignation, the department is required to recognise the accruing LSL you had at the date of your resignation.

Resignation is not the same as being on a fixed term contract which expires. Employees who are on a contract which expires, as well as casual employees, must undertake further work for the department within six months of their last engagement to preserve their accruing LSL.

The department's payroll and HRMIS system may not be accurately recording, calculating, or displaying correct LSL entitlements for employees who have mixed-mode employment. It is anticipated that this issue will be rectified in the foreseeable future so that breaks in service between different modes of employment and LSL entitlements are accurately recorded and displayed.

The union understands that the department is currently awaiting approval from government to enact these changes but may take some time to roll-out completely.

If you have resigned from your position, and undertook work for the department in any mode within 28 days, but have had your accruing LSL reset, please contact the SSTUWA via Member Assist for advice.

Authorised by Sally Dennis, General Secretary, The State School Teachers' Union of W.A.
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