



Personal/Carer's Leave

As of 1 January 2010, the National Employment Standards will apply to all staff of the University of Adelaide. This fact sheet provides an outline of the Personal/Carer's leave standard (which includes sick leave) and how it will apply to staff.

What is provided for in the NES?

The NES provides all staff (excluding casuals) with 10 days of paid personal/carer's leave if:

- A staff member is not fit for work on account of personal illness, or personal injury, or
- A staff member needs to provide care or support to a member of their immediate family or household because that person requires care due to illness or injury, or
- A staff member experiences an unexpected emergency.

In addition, two days unpaid Personal/Carer's leave can be taken if all paid Personal/Carer's Leave entitlements have been used.

What Personal/Carer's Leave entitlement is provided for at the University of Adelaide?

The University of Adelaide Collective Agreement 2006—2008 (the Agreement) uses a slightly varied terminology for this leave entitlement. The leave entitlements under the Agreement are titled 'sick leave' and 'carer's leave'. Combined, these entitlements can be utilized for the same purpose as described in the NES for personal/carer's leave, except carer's leave in the Agreement is capped.

The Agreement provides for:

- 15 working days of sick leave for professional staff and no fixed entitlement for academic staff.
- Up to 10 working days per year of carer's leave,

which comes out of the 15 working days of sick leave available to that staff member.

- Two days unpaid Carer's leave can be taken if all paid Carer's leave entitlements have been used

What has changed?

From 1 January 2010, there will no longer be a cap on the number of days that can be accessed for paid Carer's Leave provided that sufficient accrued sick leave exists.

Casual staff will also be entitled to take up to two days unpaid carer's leave for the purposes outlined above.

What if I need more information?

If you have any questions about your entitlement to Personal/Carer's Leave, please contact the HR Service Centre at: hrrservicecentre@adelaide.edu.au or 8313 1111.