



PPTA TE WEHENGARUA ANNUAL CONFERENCE 2021

LONG SERVICE LEAVE

A PAPER FROM THE HUTT VALLEY AND TĀMAKI MAKĀURAU REGIONS

This paper outlines the need for optional long service extended leave for teachers based on the New South Wales model.



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RECOMMENDATIONS

- 1 That the report be received.
- 2 That PPTA Te Wehengarua actively pursues in the next contract negotiations the provision of extended service leave, based on the NSW model.
- 3 That PPTA Te Wehengarua actively pursues in the next contract negotiations an increase of 10 each of the number of sabbatical and study grant awards available annually.

1 PREAMBLE

- 1.1. Although study leave and sabbaticals are available for New Zealand teachers (see Appendix A 3.1, 6.6.6 and 6.6.7), these are subject to processes that filter the merits of the applications and limit them to a set number. The New South Wales model, on the other hand, recognises the principle of entitlement as a condition of completed service after a minimum of seven years. Extended leave, therefore, is a contractual condition NSW teachers enjoy. It is this principle of entitlement this paper seeks to have encoded in future employment contracts negotiated by PPTA Te Wehengarua.

2 THE CURRENT SITUATION IN NEW ZEALAND

- 2.1. The following awards are available nationally each year on full pay (see Appendix A for further details):
 - 75 full-time study leave awards.
 - 50 sabbatical leave awards for full-time registered teachers for ten weeks.
 - Ten sabbatical leave awards for senior managers.
 - In addition, 100 study support grants are available each year to permanent, fully registered teachers. These grants provide for four hours per week release time in the recipient's school and \$500 reimbursement towards the cost of course fees.

3 THE CURRENT SITUATION IN NEW SOUTH WALES

- 3.1. Extended service leave accrues according to years of service and is available to part-timers on a pro rata basis.
 - Teachers are entitled to take extended service leave on full pay after seven years' service [see *Appendix B Table 1 4.7.18 for periods of leave due per years of service*].
 - Long service leave is available after ten years of continuous service and is also calculated on length of service [see *Table 2 4.7.18*].
 - Length of service is transferable from other educational agencies governed by various public sector acts and teaching services acts [See *4.7.17.1*].
 - Teachers have the right of return to their school.
- 3.2. The only real restriction to the right of entitlement is the principle of convenience. Staffing difficulties, educational programmes and student needs may be factors in the granting of leave, but in such cases a mutually convenient time may be negotiated between the principal and the teacher [see *4.7.5e*].

4 CONCLUSION

- 4.2. The New South Wales scheme incentivises teaching service. In contrast, the New Zealand scheme is rudimentary, if not miserly. Adoption of the NSW model could play a significant part in the retention of NZ teachers, especially as the work force ages disproportionately to the number of younger teachers recruited. It allows for educational as well as personal interests to be pursued and thereby enhances the prestige and attractiveness of the career.

APPENDIX A - NEW ZEALAND PROVISIONS

6.6.6 Study Leave for Teachers

(a) Teachers who are awarded study leave as part of the 75 full-time equivalent study leave positions available nationally each year to all teachers shall be granted leave on pay for the period of the study.

(b) Applications for study awards shall be made to a panel composed of equal numbers of employer representatives and representatives of the Association. In allocating study awards the Good Employer requirements of s77A of the State Sector Act 1988, as set out in clause 3.1.1(b), shall be considered.

(c) Employers may approve leave without pay for pre-examination study and leave on pay for time spent sitting examinations, plus necessary travelling time.

(d) Relieving and fixed-term full-time teachers in Groups 1 and 2 may apply for leave for study and examinations to be granted as for permanent teachers.

(e) The employer may grant leave on pay to teachers who are awarded scholarships and fellowships for the duration of the contract, plus reasonable travelling time.

Note: A teacher in receipt of the allowance for Kāhui Ako Teacher (across community) role shall not be eligible to take up a Study Leave award. For clarity the teacher may apply for an award in the last year of their appointment to the role provided, if granted, the entitlement is not taken up until after the conclusion of the fixed-term appointment.

6.6.6A Study Support Grant

(a) 100 study support grants per annum shall be available nationally to fully registered teachers who are permanently appointed.

(b) Teachers who are awarded one of 100 study support grants shall be entitled to a time allowance of 0.16 FTTE (equivalent to four hours per week). The time allowance shall be provided to the school as additional staffing entitlement.

(c) Each recipient of the study support grant shall be entitled to reimbursement of up to \$500 towards their course fees on completion of the course.

Note: The parties may agree to review and amend the application process and criteria for the study support grants from time to time.

6.6.7 Sabbatical Leave

(a) 50 sabbatical leave awards per annum shall be available nationally for full-time registered teachers.

(b) Sabbatical leave is of ten weeks duration and is paid at the teacher's normal salary.

Note 1: These awards shall be allocated according to the current application processes and criteria. The parties may agree to amend these from time to time.

Note 2: A teacher in receipt of the allowance for the Kāhui Ako Teacher (across community) role may apply for Sabbatical Leave to be taken while they hold that role provided that any application has the support of their employing board which shall consider the needs of the wider Kāhui Ako.

6.6.7A Sabbatical Leave for Senior Managers

(a) From the start of the 2012 school year, ten (10) sabbatical leave awards per annum shall be made available nationally for full-time registered teachers employed as senior managers, as defined in 4.3B.2.

(b) Sabbatical leave is of ten weeks duration and is paid at the teacher's normal salary.

Note 1: *These awards shall be allocated in accordance with the application process and criteria to be developed by the parties in consultation with New Zealand School Trustees Association by 1 June 2011.*

Note 2: *A teacher in receipt of the allowance for the Kāhui Ako Teacher (across community) role may apply for Sabbatical Leave to be taken while they hold that role provided that any application has the support of their employing board which shall consider the needs of the wider Kāhui Ako.*

6.6.8 Meetings of Statutory and Local Authorities

(a) The employer may grant a teacher leave with pay plus necessary travelling time to attend meetings of statutory, local, Māori and other authorities (or in other circumstances leave without pay may be granted to attend such meetings).

(b) For the purposes of clause 6.6.8(a) the following are recognised Māori authorities/organisations:

(i) New Zealand Māori Council;

(ii) Māori Women's Welfare League;

(iii) Tribal Trust Boards;

(iv) Iwi authorities;

(v) Runanga-A-Iwi.

APPENDIX B – NSW TEACHERS’ LONG SERVICE LEAVE PROVISIONS

For purposes of this paper, only those relevant sections from the New South Wales list of provisions have been included. The full list can be found at [4 Leave Provisions - NSW Department of Education](#)

4.7.5 APPLICATIONS FOR EXTENDED LEAVE

e) If the period for which leave has been applied is not convenient to the school because of reasons such as staffing difficulties, educational programs and student needs, then a mutually convenient time may be negotiated between the principal and the teacher. The personal circumstances of the teacher will also be a relevant factor in negotiating an alternative period of leave.

4.7.17 RECOGNITION OF PRIOR SERVICE

4.7.17.1 Recognition of NSW government service

a) The following periods of service shall be recognised as service for extended leave purposes:

- all periods of permanent full time or part time teaching, whether broken or continuous service with the NSW Department of Education;
- all periods of temporary full time or part time teaching, whether broken or continuous service with the NSW Department of Education;
- all periods of prior permanent and temporary full time or part time service under the *Government Sector Employment Act 2013*, *Public Sector Employment and Management Act 2002*, *Public Sector Management Act 1988* and/or the *Public Service Acts 1902 and 1979*, the *Teaching Services Act 1970* or the *Teaching Service Act 1980*;
- all casual **supply** teaching service with the NSW Department of Education prior to 20 May 1985, whether continuous or broken;
- all continuous casual teaching service (supply and relief) with the NSW Department of Education from 20 May 1985. Continuous service is defined by the *Long Service Leave Act 1955*.

Generally, a break in service in excess of two (2) months between:

- periods of casual teaching; and
- ceasing duty as a casual teacher and entering on duty as a temporary or permanent teacher will break continuity of service.

School vacations or approved leave are not counted in the two (2) months period, nor do they constitute a break in continuity of service.

b) Previous periods of permanent and temporary full time and part time teaching service are automatically recognised and where appropriate credited at the time a teacher is re-employed.

c) Teachers who have previously been employed in the Public Service or by the NSW Technical & Further Education Commission must make written application to the relevant EDConnect HR Shared Services for recognition of such service. A Statement of Service from the previous employer must accompany the request.

4.7.17.2 Recognition of other service

a) Teaching service overseas or service with a private school in Australia is not recognised for extended leave purposes.

b) In some circumstances previous teaching service with other State or Commonwealth Departments of Education or service other than teaching with a Governmental authority of the Commonwealth or another state or a New South Wales authority may be recognised for extended leave purposes.

4.7.17.3 Basis for recognition

A teacher who commenced employment with the Department after 1 January 2006, who had a period of service with a Commonwealth, interstate or NSW public sector agency and whose service is continuous shall have such service recognised in accordance with the requirements of [Schedule 2 of the Government Sector Employment Regulation 2014](#).External link.

A teacher who commenced employment with the Department prior to 1 January 2006 and who had a period of service in the public service of another state, the Commonwealth, a declared authority under the [Transferred officers Extended Leave Act 1961](#)External link, or in the armed forces of the Commonwealth of Australia and whose service is continuous shall have such service recognised in accordance with the requirements of the [Transferred officers Extended Leave Act 1961](#)External link.

4.7.18 EXTENDED LEAVE ACCRUAL TABLES

Table 1 - Extended Leave Entitlements for 7 to 10 Years of Completed Service

Period of Service	Period of Leave Due
7	30.8 days
8	35.2 days
9	39.6 days
10	44 days

5 to 10 years' service: accrual per week – 0.0843 days. Accrual per day – 0.0169 days

Table 2 - Extended leave entitlement for completed years of service of 10 years or more

Period of Service	Period of leave due
10 years	44 days
11 years	55 days
12 years	66 days
13 years	77 days
14 years	88 days
15 Years	99 days

16 years	110 days
17 years	121 days
18 years	132 days
19 years	143 days
20 years	154 days
21 years	165 days
22 years	176 days
23 years	187 days
24 years	198 days
25 years	209 days
26 years	220 days
27 years	231 days
28 years	242 days
29 years	253 days
30 years	264 days

After 10 years' service: accrual per week – 0.2108 days. Accrual per day

Table 3 - Extended leave entitlement for service for part of a year after 10 years

Period of service	Additional days due
1 month	0.9
2 months	1.8
3 months	2.8
4 months	3.7
5 months	4.6
6 months	5.5
7 months	6.4
8 months	7.3

9 months	8.3
10 months	9.2
11 months	10.1
12 months	11

In addition NSW teachers can access this scheme:

4.5 Deferred salary scheme

a) The deferred salary scheme is a five year scheme whereby participants electing to join the scheme will defer part of their salary for the first four years of the scheme and will be paid the deferred salary in the fifth year (the deferred salary leave year).

b) The purpose of the scheme is to allow participants to take a year away from their position in the Department for professional development and renewal experiences such as industry experience, post graduate study, working in overseas education systems or other activities.

c) The deferred salary scheme applies to permanent teachers. Temporary and casual school teachers are not eligible to join the scheme.

d) The Deferred Salary Scheme Procedure can be accessed on the Department's intranet site at:

<https://education.nsw.gov.au/content/dam/main-education/about-us/jobs-and-opportunities/media/documents/deferredsalary>