

WATER AUTHORITY

WA301

WATER BOARDS ACT No. 4 OF 1904**BUSSELTON WATER BOARD**

In pursuance of the powers conferred upon it by the abovementioned Act, the Busselton Water Board hereby records having resolved on the 18th day of September 1995 to make and submit for confirmation the following By-laws relating to Long Service Leave for Employees.

INTERPRETATION:

1. In this By-law, unless the context otherwise requires—
 - (a) "Board" means the Busselton Water Board.
2. (a) All employees of the Board shall, after each period of ten years continuous service as permanent full time employees thereof, commencing from 27 January 1976, be entitled to thirteen weeks long service leave. Long service leave to be taken at the convenience of the Board, who will as far as possible, meet the wishes of the employee but the Board may require the employee to take leave by giving not less than three months notice.
 - (b) Long service leave shall be commenced within two years of becoming due.
3. Absence on account of sickness shall not be deemed to be a break in continuity of service providing the period of absence shall not exceed three months in any year, unless otherwise decided by the Board.
4. Employees due to take long service leave shall be paid at the same rate of ordinary pay as was paid in the week prior to taking such leave.
5. Employees shall not be entitled to long service leave until the completion of ten years service. After the completion of the first ten years service, employees will then be entitled to a pro rata payment if they leave the service of the board before the next period of service is completed.
6. Where an employee commences a period of long service leave, the employee may, if the employee and the Board agree in writing, be paid for each week of that period at half the rate at which he/she would otherwise be entitled to be paid, but only half of any period of leave in respect of which the worker is paid shall be taken into account for the purpose of ascertaining the amount of leave, if any, to which he/she is thereafter entitled.

7. Where an employee commences a period of long service leave the employee may, if the employee and the Board agree in writing, be paid for each week of that period at double the rate at which he/she would otherwise be entitled to be paid, but double any period of leave in respect of which the employee is so paid shall be taken into account for the purpose of ascertaining the amount of leave, if any, to which the employee is thereafter entitled.
8. Long service leave shall be considered as a special period of recuperation after a lengthy term of service with a view to fitting the employees for a further term of service, and during such leave no employees shall undertake any form of employment for hire or reward, unless by special permission of the Board. Any contravention of this subclause shall entitle the Board to dismiss the employee from its service and to cease paying or to recover any amounts paid in advance, of long service leave.

The By-law set out herein was made and passed by a resolution of the Busselton Water Board at a duly convened meeting of the Board held on 18 September 1995 and supersedes Long Service By-laws adopted on 11 March 1974 (amended 9 February 1976).

The Common Seal of the Busselton Water Board was affixed in the presence of—

J. La MANCUSA, Member.
D. G. McCUTCHEON, Executive Officer.

Dated 29 September 1995.