



Personal Leave Under WorkChoices

Under WorkChoices laws, full-time employees are entitled to 10 days personal leave per year and part-time employees accrue personal leave on a pro-rata basis. Where an employee is employed under an agreement or award, the WorkChoices entitlement takes precedence unless the award or agreement offers more generous personal leave conditions.

Employees can use personal leave for their own illness or injury or to provide care or support to a member of their family. A member of their family includes a spouse, child, parent, grandparent or sibling of the employee or employees spouse.

It is good practice to require a medical certificate or statutory declaration for each period of personal leave, particularly if the leave taken is for longer than one day. If you request an employee to provide documentary evidence you are only required to pay for the period of personal leave taken when the documentation is provided to you.

Under the new WorkChoices laws it is now possible to 'cash out' a percentage of personal leave where a workplace agreement provides for this and both the employee and the employer are in agreement. Cashing out some personal leave may benefit employers by encouraging employees to attend work rather than take unnecessary 'sickies'.

MGA is available to assist you to build an agreement for your store that includes a cashing out provision. If you have any queries regarding personal leave, please call an MGA Workplace Advisor.

Junior Rates Australian Fair Pay Commission Review

The Australian Fair Pay Commission is required to conduct wage reviews in order to determine periodic wage increases. The Commission has already reviewed Australian Pay and Classifications scales and will undertake a General Wage review in 2008. It will also undertake a major review of junior and training wages in Australian workplaces commencing in 2008.

The Commission released an 'Issues Paper' on September 26, 2007 which focuses specifically on junior and training wages. This is a very serious matter for the independent supermarket industry where the employment of juniors is extremely high. MGA intends to make submissions to the Commission on this important issue and we will be seeking your input in order to present a strong industry position.

MGA is developing a questionnaire now that the 'Issues Paper' has been released. This questionnaire will be made available to all members and we will be setting dates for the return of the information. We will also contact members personally where possible in order to gain information that can be presented to the Commission.

Please check our website for further information. We will keep you informed on all developments in relation to this issue. Should you have any questions please call the Employment Law team.

NATIONAL SUPERMARKET SAFETY CD

Protecting your
BUSINESS
and your STAFF



**ORDER
YOUR COPY
TODAY!**
(03) 9824 4111

