

JOINT NEGOTIATING COUNCIL FOR THE EDUCATION AND LIBRARY BOARDS

5 August 1999

PW/PM

**To: Chief Executives
Council Members
MSO/TUSO**

Joint Negotiating Council Circular No. 25

Long Service Leave – N J C Circular 4/99

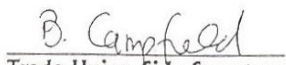
The Joint Secretaries of the Joint Negotiating Council have agreed the interpretation of the Long Service Leave arrangements set out in N J C Circular 4/99.

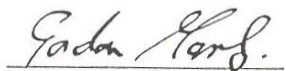
Paragraph 7.2 of Part 2 of the Green Book states that "*The minimum paid leave entitlement is twenty days with a further five days after five years of continuous service*".

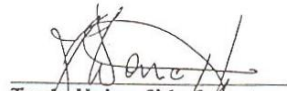
There have been differences of interpretation in a number of authorities about whether or not this constituted a change from the previous Purple/White Book agreements. Both Sides of the National Council now accept that the agreement, as drafted does represent a change, in that employees should no longer wait until the leave year following the fifth anniversary of appointment to receive the additional long service leave. **Instead, additional annual leave, pro rata to service in the leave year in which the fifth anniversary of appointment falls, should be granted.** The additional annual leave will be expressed in whole days, rounded down where necessary.

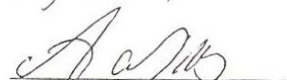
The National Council recognises that retrospection of this interpretation to the commencement of the agreement in 1997 is impractical and it has therefore agreed that this interpretation should become effective from 1 April 1998.


Management Side Secretary
J G Martin


Trade Union Side Secretary
B Campfield


Trade Union Side Secretary
G Manly


Trade Union Side Secretary
J Donaghy


Trade Union Side Secretary
A Mills