

Leave Policy 2011



Rationale:

- The school principal has the responsibility for managing all leave and leave requests, as well as ensuring the smooth and efficient operation of the school.

Aims:

- To provide guidelines and processes to accommodate the leave requests of staff with minimum disruption to the daily organisation and administration of the school.
- To ensure discretionary leave is granted on a fair, reasonable and equitable basis.

Implementation:

- Leave may be an entitlement (eg: Family Leave), or may be awarded at the discretion of the principal (eg: Bereavement Leave).
- Teachers on family leave must notify the Principal of their return to work at the beginning of term 4 if they intend to start work the following year.
- Leave may be paid or unpaid.
- The principal is responsible for managing a wide range of leave matters, whilst ensuring the smooth and efficient operation of the school as well as budgetary issues.
- Each form of leave is granted subject to a variety of legislative requirements.
- Information about leave entitlements can be obtained by staff through verbal requests to the principal or through the hyperlink below.
- Staff seeking discretionary leave must apply in writing to the principal as early as possible to assist with forward planning
- Applications for Long Service Leave must be in writing and should be received by the principal at least 2 full terms in advance.
- Staff taking sick leave will notify the Assistant Principal by 7.30am.
- The Assistant Principal will make provision for replacement staff and higher duties where appropriate.
- In determining whether leave may be granted, the Principal will consider: -
 - Whether the leave is discretionary or mandatory.
 - The impact the granting of the leave will have the operations of the school.
 - The financial impact of the leave and the school's budgetary situation.
 - The entitlement of the staff member to the leave for which they have applied.
 - The order of leave applications.
 - Availability of replacement staff.
 - Previous leave record.
- It is preferred that staff members seeking extended Long Service Leave not be appointed to teach a Preparatory or Grade 6 class
- All periods of extended leave will be reported at School Council meetings.

Evaluation:

- This policy will be reviewed as part of the school's three-year review cycle.

POLICY COMMITTEE: Georgina Heydon, Joel Roache, Chris Wilson, Simone Radolnik & Stephen McLeod
Policy ratified by School Council on 25th May 2011