

*These are the considerations when calculating your leave and payment.*

## **Subdivision A—Paid personal/carer's leave**

### **97 Taking paid personal/carer's leave**

An employee may take paid personal/carer's leave if the leave is taken:

- (b) to provide care or support to a member of the employee's immediate family, or a member of the employee's household, who requires care or support because of:

### **96 Entitlement to paid personal/carer's leave**

#### *Amount of leave*

- (1) For each year of service with an employer (other than periods of employment as a casual employee of the employer), an employee is entitled to 10 days of paid personal/carer's leave.

#### *Accrual of leave*

- (2) An employee's entitlement to paid personal/carer's leave accrues progressively during a year of service (other than periods of employment as a casual employee of the employer) according to the employee's ordinary hours of work, and accumulates from year to year.

### **98 Employee taken not to be on paid personal/carer's leave on public holiday**

If the period during which an employee takes paid personal/carer's leave includes a day or part-day that is a public holiday in the place where the employee is based for work purposes, the employee is taken not to be on paid personal/carer's leave on that public holiday.

### **99 Payment for paid personal/carer's leave**

If, in accordance with this Subdivision, an employee takes a period of paid personal/carer's leave, the employer must pay the employee at the employee's base rate of pay for the employee's ordinary hours of work in the period.

### **16 Meaning of *base rate of pay***

#### *General meaning*

- (1) The ***base rate of pay*** of a national system employee is the rate of pay payable to the employee for his or her ordinary hours of work, but not including any of the following:
  - (a) incentive-based payments and bonuses;
  - (b) loadings;

	<ul style="list-style-type: none"><li>(c) monetary allowances;</li><li>(d) overtime or penalty rates;</li><li>(e) any other separately identifiable amounts.</li></ul>
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