



Know your rights

EPWORTH HEALTH EMPLOYEES

Annual leave payments and leave loading

Annual leave is a provision for full-time and part-time staff that they accrue when they work. Part of this provision is a condition called **leave loading**. This is paid at 17.5% and is in addition to your normal annual leave payment. (This is in accordance with clause 59 of the Enterprise Agreement covering your workplace).

Casual Workers do not get annual leave and so do not get annual leave loading.

Weekend/Public Holiday Workers

You must be paid the higher of the penalties you would have received or 17.5% whichever is greater. This must be done automatically. Failure to do this can attract fines of \$50,000 for Epworth Health. If you work the public holiday you can receive double time and a half or that day in lieu to you annual leave.

You shouldn't sign any document relating to your annual leave until you have spoken to the union first. You can't be pressured to sign on the spot as this is deemed to be coercion and is illegal under the Fair Work Act.

If you believe you have not been paid your correct rate while on annual leave please don't hesitate to call our Union office on (03) 9341 3300.



'Caring is our Profession'



Diana Asmar
Union Secretary