



# MINISTER FOR INDUSTRIAL RELATIONS

**DIRECTIVE No. 2/2003**  
May 2003

- 1. TITLE:** **Recognition of Previous Service and Employment**
- 2. PURPOSE:** To prescribe the entitlements for recognition of previous service and employment when a person is appointed or reappointed, engaged or re-engaged to work in the public service.
- 3. LEGISLATIVE PROVISION:** Section 34(2) of the *Public Service Act 1996*.
- 4. APPLICATION:** This directive applies to –
  - public service officers; and
  - temporary employees engaged under section 113(2)(a) of the *Public Service Act 1996*; and
  - general employees engaged under section 112(2)(a) of the *Public Service Act 1996* and employees engaged on a casual basis but only for the purpose of determining long service leave entitlements.
- 5. STANDARD:** The conditions prescribed in the Schedule apply.
- 6. EFFECTIVE DATE:** This directive is to operate from **19 May 2003**.
- 7. VARIATION:** The provisions in the Schedule may be varied in accordance with certified agreements made under Chapter 6, Part 1 of the *Industrial Relations Act 1999* or decisions of an industrial tribunal of competent jurisdiction.
- 8. INCONSISTENCY:** Sections 34 and 117 of the *Public Service Act 1996* and section 687 of the *Industrial Relations Act 1999* apply if there is a conflict with an act, regulation or industrial instrument.
- 9. SUPERSEDES:** Directive 14/01: “*Recognition of Previous Service and Employment*”
- 10. PREVIOUS REFERENCES:** Directive 22/99: “*Recognition of Previous Service and Employment*”  
Directive 3/98: “*Recognition of Previous Employment (Interim)*”  
Determination No. 4  
Section 22 of the *Public Service Management and Employment Regulation 1988* as in force on 24 February 1995.  
Circulars 1/91, 5/91  
Administrative Instruction No. 1 | 60

## SCHEDULE

### RECOGNITION OF PREVIOUS SERVICE AND EMPLOYMENT

#### GENERAL CONDITIONS

##### Entitlement on re-admission to the public service

A person, previously employed as an officer in the public service, who re-commences duty as an officer and -

- is appointed to a vacancy that has a closing date for applications that was within 12 months from the date of the person's termination from the service; and
- the termination was for reasons other than disciplinary action,

is to have his or her previous service counted for the purpose of calculating any -

- (a) sick leave accumulation; and
- (b) long service leave entitlement; and
- (c) salary payable.

##### Entitlement on appointment – leave

To the extent provided in this schedule, the previous employment of a person to whom this directive applies, (other than a person re-admitted to the public service referred to above) and who is appointed as an officer or a general employee is to be counted for the purposes of calculating –

- (a) sick leave accumulation; and
- (b) long service leave entitlement.

However, the application of this provision to employees engaged on a casual basis or to the recognition of previous casual employment is limited to determining service for long service leave purposes.

##### Entitlement on appointment – salary payable

Subject to the provisions of any relevant industrial instrument, the chief executive may count the previous relevant employment of a person appointed as an officer for the purpose of calculating salary payable.

##### Waiving of further qualifying period

An employee given recognition of previous employment and who has been paid a cash equivalent of long service leave by the former employer would not be required to complete any further qualifying period in order to be granted long service leave.

##### Long service leave and sick leave

Recognition of an employee's previous employment for long service leave and sick leave purposes is to be based on the following information obtained from that employee's former employer -

- (a) details of service;
- (b) details of any deductions made from the employee's long service leave because of disciplinary reasons;
- (c) details of sick leave granted;
- (d) details of any special leave without salary granted together with the reasons for such leave;
- (e) details of any cash equivalent of recreation leave paid at the date of termination;
- (f) details of any long service leave granted and cash equivalent thereof paid at the date of termination; and
- (g) details of any undertakings given in relation to the non acceptance of a cash equivalent of long service.

Entitlements are to be calculated by applying the following formula:

$$(S \times AR) - LT = E$$

Where –

**E** = entitlement

**S** = service

**AR** = accrual rate applicable to appointed position

**LT** = leave taken

##### Definitions

“**employee**” means a public service officer employed under s.8 of the *Public Service Act 1996*, a general employee engaged under section 112(2)(a) of the *Act* or a temporary employee employed under section 113(2)(a) of the *Act*.

“**officer**” means a public service officer employed under section 8 of the *Public Service Act 1996*.

**Note:** In this schedule, reference to general employees under the *Public Service Act 1996* excludes casual employees except when determining service to be recognised for long service leave purposes for salary payable.

**PART 1A**

**OFFICERS APPOINTED TO THE PUBLIC SERVICE ON OR AFTER 1 DECEMBER 1989**

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<p>1. Service with a "government entity" as defined in section 21 of the <i>Public Service Act 1996</i> and including service as a trainee or apprentice employed in a department under an approved training or apprenticeship scheme made pursuant to section 68 of the <i>Vocational Education Training and Employment Act 1991</i> and the relevant sections of the <i>Training and Employment Act 2000</i>.</p>	<p>Any period provided there is no break in service in excess of 12 months.</p> <p>Where the employee has an entitlement to long service leave as at the date of ceasing duty with the former organisation and wants to forego payment of a cash equivalent in favour of recognition of such service, the granting of credit for service is contingent upon -</p> <ul style="list-style-type: none"> <li>• non payment of any cash equivalent of long service leave accrued to the date of resignation with the previous employer; and</li> <li>• the furnishing of advice to the previous employer indicating- <ul style="list-style-type: none"> <li>(a) the officer's wish to forego payment of a cash equivalent; and</li> <li>(b) the new employer with whom recognition is being sought.</li> </ul> </li> </ul>	<p>Any period provided there is no break in service in excess of 12 months.</p>
<p>2. Service as an electorate Secretary to a Queensland Member of Parliament.</p>	<p>As in 1 above.</p>	<p>As in 1 above.</p>
<p>3. Service with Mater Misericordiae Public Hospitals.</p>	<p>As in 1 above.</p>	<p>As in 1 above.</p>
<p>4. Service with any of the following Queensland organisations –</p> <ul style="list-style-type: none"> <li>• local government;</li> <li>• the Parliamentary Service;</li> <li>• the unit maintaining the Governor's official residence;</li> <li>• the Courts of the State of whatever jurisdiction;</li> <li>• the Police Service;</li> </ul>	<p>Any period provided there is no break in service in excess of 12 months.</p> <p>Where the employee has an entitlement to long service leave as at the date of ceasing duty with the former organisation and wants to forego payment of a cash equivalent in favour of recognition of such service, the granting of credit for service is contingent upon –</p>	<p>Any period provided there is no break in service in excess of 12 months.</p> <p>Where the employee has been paid a cash equivalent of any portion of accrued sick leave as at the date of ceasing duty with the former organisation, this must be taken into consideration in determining any entitlement to be transferred to the new employee.</p>

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<ul style="list-style-type: none"> <li>tertiary educational institutions including universities, university colleges and colleges of advanced education but excluding private universities and colleges;</li> </ul>	<ul style="list-style-type: none"> <li>Non-payment of any cash equivalent of long service leave accrued to the date of resignation with the previous employer; and</li> <li>the furnishing of advice to the previous employer indicating - <ul style="list-style-type: none"> <li>(a) the employee's wish to forego payment of a cash equivalent; and</li> <li>(b) the new employer with whom recognition is being sought.</li> </ul> </li> </ul>	
<p>5. Service with-</p> <ul style="list-style-type: none"> <li>commonwealth/other state public services;</li> <li>commonwealth/other state government departments;</li> <li>commonwealth/other state statutory authorities</li> </ul>	<p>Any period provided that service is continuous or where there is a break in service, the break is not in excess of 12 months and the person has not been employed or has not carried on a business during the break.</p> <p>Where the person is not employed by the commonwealth, state or other recognised organisation at the time of appointment to the public service and has been employed or has carried on a business since ceasing duty with the commonwealth, state or other recognised organisation, at the discretion of the chief executive credit may be given for such service provided that the break in service is not in excess of 12 months.</p> <p>Liability will not be accepted for payment of long service leave accruals where the person has an entitlement to a cash equivalent of long service leave as at the date of ceasing duty with the commonwealth, state or other recognised organisation.</p>	<p>Any period provided that service is continuous or where there is a break in service, the break is not in excess of 12 months and the person has not been employed or has not carried on a business during the break.</p> <p>Where the person is not employed by the commonwealth, state or other recognised organisation at the time of appointment to the public service and has been employed or has carried on a business since ceasing duty with the commonwealth, state or other recognised organisation, at the discretion of the chief executive credit may be given for such service provided that the break in service is not in excess of 12 months.</p> <p>Where an employee has been paid a cash equivalent of any portion of accrued sick leave as at the date of ceasing duty with the former organisation, this must be taken into consideration in determining any entitlement to be transferred to the new employer.</p>
<p><b>Note:</b></p> <p><i>Only former employees of those agencies that are fully owned Commonwealth companies or companies funded by the Commonwealth are to have their service recognised. For example, service with Telstra, the Commonwealth Bank and QANTAS is no longer recognised by the Commonwealth. The State does not recognise service from the date each of these agencies failed to meet the above criteria. To determine if an agency is still owned by or funded by the Commonwealth it may be necessary to contact that agency.</i></p>		
<ul style="list-style-type: none"> <li>Commonwealth/other state educational institutions, including universities, university colleges and colleges of advanced education but excluding private universities and colleges;</li> <li>Commonwealth hospitals and public hospitals in other states;</li> </ul>		

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<ul style="list-style-type: none"> <li>Commonwealth authorities and local authorities in other states;</li> <li>Organisations fully owned by government (including shared ownership across governments)</li> </ul>		
<p>6. Officer granted a scholarship* before commencing duty in the public service.</p> <p>(*excluding teacher scholarships)</p>	<p>Scholarship period recognised upon –</p> <ul style="list-style-type: none"> <li>completion of 10 years continuous service following appointment; and</li> <li>successful completion of the course of study in the time specified in the contract.</li> </ul> <p>Any period of contract suspension is not recognised unless the officer was in the employment of the State during such period.</p> <p>Upon completion of 10 years actual service, the scholarship period is recognised for the purpose of granting long service leave or the payment of a cash equivalent in lieu thereof on retirement pursuant to sections 85 and 86 of the <i>Public Service Act 1996</i>, retrenchment pursuant to section 81 of the <i>Public Service Act 1996</i> or in the case of death. A scholarship period is not to be included when calculating an entitlement to long service leave on resignation.</p> <p>The scholarship period commences at the beginning of the academic year of the first year of the scholarship and continues until the day before commencement of duty.</p> <p>If a cash equivalent of long service leave is to be calculated in terms of the <i>Industrial Relations Act 1999</i> any periods of vacation employment during a scholarship should be counted as service.</p>	N/A

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
7. Scholarship-holders in surveying	<p>As per 6 of this schedule including-</p> <p>Any period spent undertaking field work to qualify for registration as a surveyor with the Surveyor's Board. Such period shall be regarded as actual service for long service leave purposes and for the recognition of the scholarship period, provided that -</p> <ul style="list-style-type: none"> <li>• such field work is undertaken with a government department; and</li> <li>• there is no break in service exceeding 3 months between the field work and appointment to the public service.</li> </ul>	<p>Any period spent undertaking field work to qualify for registration as a surveyor with the Surveyor's Board shall be regarded as actual service for sick leave purposes, provided that -</p> <ul style="list-style-type: none"> <li>• such field work is undertaken with a government department; and</li> <li>• there is no break in service exceeding 3 months between the field work and appointment to the public service.</li> </ul>
8. Teaching scholarships		
(a) teachers who have completed their teaching studies and were appointed to the teaching service/public service before 7 June 1977.	<p>Period of teaching scholarship counted towards the 10 year qualifying period for both the granting and the payment of a cash equivalent in lieu of long service leave.</p>	N/A
(b) teachers who commenced their scholarships before 7 June 1977 and had not finished their studies and were not appointed until after 7 June 1977.	<p>Teaching scholarship period recognised subject to -</p> <ul style="list-style-type: none"> <li>• the completion of 10 years continuous service following appointment; and</li> <li>• appointment to the public service or teaching service being within 3 months of the date of expiration of the scholarship.</li> </ul> <p>The scholarship period is not recognised for payment of a cash equivalent under any circumstances.</p>	N/A
9. School dental therapists employed by the Department of Health who undertake a 2-year training period at the School Dental Therapist Training Centre.	<p>Training period recognised upon officer completing 10 years continuous service following appointment.</p> <p>Training period is taken into account for the purpose of granting long service leave or the payment of a cash equivalent in lieu thereof upon retirement pursuant to sections 85 and 86 of the <i>Public Service Act 1996</i> or in the case of death. A training period is not to be included when calculating an entitlement to long service leave on resignation.</p>	N/A

**PART 1B**

**EMPLOYEES (NON-PUBLIC SERVANTS OF GOVERNMENT DEPARTMENTS) EMPLOYED IN  
THE PUBLIC SERVICE ON OR AFTER 1 DECEMBER 1989**

Superseded

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<p>1. Service with a “government entity” as defined in section 21 of the <i>Public Service Act 1996</i> and including service as an apprentice or trainee employed in a department under an approved training or apprenticeship scheme made under section 68 of the <i>Vocational Education, Training and Employment Act 1991</i> and the <i>Training and Employment Act 2000</i>.</p>	<p>Any period provided there is no break in service in excess of 12 months.</p> <p>Where the employee has an entitlement to long service leave as at the date of ceasing duty with the former organisation and wants to forego payment of a cash equivalent in favour of recognition of such service, the granting of credit for service is contingent upon -</p> <ul style="list-style-type: none"> <li>• non-payment of any cash equivalent of long service leave accrued to the date of resignation with the previous employer; and</li> <li>• the furnishing of advice to the previous employer indicating - <ul style="list-style-type: none"> <li>(a) the employee’s wish to forego payment of a cash equivalent; and</li> <li>(b) the name of the new employer with whom recognition is being sought.</li> </ul> </li> </ul>	<p>Any period provided there is no break in service in excess of 12 months.</p>
<p>2. Service as an Electorate Secretary to a Queensland Member of Parliament.</p>	<p>As in 1 above.</p>	<p>As in 1 above.</p>
<p>3. Service with Mater Misericordiae Public Hospitals.</p>	<p>As in 1 above.</p>	<p>As in 1 above.</p>
<p>4. Service with any of the following Queensland organisations -</p> <ul style="list-style-type: none"> <li>• local authorities.</li> <li>• the Parliamentary Service;</li> <li>• the unit maintaining the Governor’s official residence;</li> <li>• the State Courts of whatever jurisdiction;</li> <li>• the Police Service;</li> <li>• tertiary educational institutions including universities, university colleges and colleges of advanced education but excluding private universities and colleges.</li> </ul>	<p>Any period provided there is no break in service in excess of 12 months.</p> <p>Where the employee has an entitlement to long service leave as at the date of ceasing duty with the former organisation and wants to forego payment of a cash equivalent in favour of recognition of such service, the granting of credit for service is contingent upon –</p> <ul style="list-style-type: none"> <li>• non-payment of any cash equivalent of long service leave accrued to the date of resignation with the previous employer; and</li> </ul>	<p>Any period provided there is no break in service in excess of 12 months.</p> <p>Where the employee has been paid a cash equivalent of any portion of accrued sick leave as at the date of ceasing duty with the former organisation, the payment must be taken into consideration in determining any entitlement to be transferred to the new employer.</p>



CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
	<ul style="list-style-type: none"> <li>the furnishing of advice to the previous employer indicating that-               <ul style="list-style-type: none"> <li>(a) the employee wants to forego payment of a cash equivalent; and</li> <li>(b) the name of the new employer with whom recognition is being sought</li> </ul> </li> </ul>	
<p>5. Service with -</p> <ul style="list-style-type: none"> <li>commonwealth/ other state public services;</li> <li>commonwealth/other state government departments;</li> <li>commonwealth/other state statutory authorities;</li> </ul> <p><i>Note: Only former employees of those agencies that are fully owned Commonwealth companies or companies funded by the Commonwealth are to have their service recognised. For example, service with Telstra, the Commonwealth Bank and QANTAS is no longer recognised by the Commonwealth. The State does not recognise service from the date each of these agencies failed to meet the above criteria. To determine if an agency is still owned by or funded by the Commonwealth it may be necessary to contact that agency.</i></p> <ul style="list-style-type: none"> <li>commonwealth/other state educational institutions, including universities, university colleges and colleges of advanced education but excluding private universities and colleges;</li> <li>commonwealth hospitals/public hospitals in other states;</li> <li>commonwealth/local authorities in other states;</li> <li>Organisations fully owned by government (including shared ownership across governments)</li> </ul>	<p>Any period provided that service is continuous or where there is a break in service, the break is not in excess of 12 months and the person has not been employed or has not carried on a business during the break.</p> <p>Where the person is not employed by the commonwealth, state or other recognised organisation at the time of appointment to the public service and has been employed or has carried on a business since ceasing duty with the commonwealth, state or other recognised organisation, at the discretion of the chief executive credit may be given for such service provided that the break in service is not in excess of 12 months.</p> <p>Liability will not be accepted for payment of long service leave accruals where the person has an entitlement to a cash equivalent of long service leave as at the date of ceasing duty with the commonwealth, state or other recognised organisation.</p>	<p>Any period provided that service is continuous or where there is a break in service, the break is not in excess of 12 months and the person has not been employed or has not carried on a business during the break.</p> <p>Where the person is not employed by the commonwealth, state or other recognised organisation at the time of appointment to the public service and has been employed or has carried on a business since ceasing duty with the commonwealth, state or other recognised organisation, at the discretion of the chief executive credit may be given for such service provided that the break in service is not in excess of 12 months.</p> <p>Where an employee has been paid a cash equivalent of any portion of accrued sick leave as at the date of ceasing duty with the former organisation, this must be taken into consideration in determining any entitlement to be transferred to the new employer.</p>

PART 2A

OFFICERS APPOINTED TO THE PUBLIC SERVICE BEFORE 1 DECEMBER 1989

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<p>1. Temporary service in accordance with section 18(3)(v) of the <i>Public Service Act 1922</i> or section 34 of the <i>Public Service Management and Employment Act 1988</i>. This includes trainees employed in a government department under the Australian Traineeship Scheme.</p>	<p>Any period provided there is no break in service in excess of 12 months.</p>	<p>Any period provided there is no break in service in excess of 3 months. Where the break in service exceeds 3 months, the excess period must be covered by an entitlement to paid leave.</p>
<p>2. Temporary service other than in terms of the above and service with the State, Public Hospital Boards and Mater Misericordiae Public Hospitals.</p>	<p>Any period provided there is no break in service in excess of 3 months. Where the break in service exceeds 3 months, the excess period must be covered by an entitlement to paid leave.</p>	<p>Any period provided that service is continuous or any break in service is covered by an entitlement to paid leave.</p>
<p><b>Notes:</b></p> <p>(i) <i>Recognition for Mater Misericordiae Public Hospitals only to be given to officers employed in the public service on or after 21 February 1987.</i></p> <p>(ii) <i>Previous employment with the Commonwealth Public Service, other state public services and statutory authorities is not recognised.</i></p>	<p>Where the employee has an entitlement to long service leave as at the date of ceasing duty with the former organisation and wants to forego payment of a cash equivalent in favour of recognition of such service, the granting of credit for service is contingent upon –</p> <ul style="list-style-type: none"> <li>• Non-payment of any cash equivalent of long service leave accrued to the date of resignation with the previous employer; and</li> <li>• the furnishing of advice to the previous employer indicating that –</li> </ul> <p>(a) the employee wishes to forego payment of a cash equivalent; and</p> <p>(b) the name of the new employer with whom recognition is being sought.</p>	

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
3. Service with a non-public service organisation whose functions have been acquired by a department.	Any period	Any period
4. Service as an electorate secretary to a Member of Parliament, including - <ul style="list-style-type: none"> <li>• public service to electorate secretary;</li> <li>• public service to electorate secretary to public service;</li> <li>• electorate secretary to public service;</li> <li>• electorate secretary to public service to electorate secretary.</li> </ul>	Any period provided that any break in service between public service and electorate secretary and vice versa does not exceed 12 months.	Any period provided that any break in service between public service and electorate secretary and vice versa does not exceed 12 months.
5. Main Roads employees engaged on local authority projects.	Any period provided that – <ul style="list-style-type: none"> <li>• service with the local authority is after the date of the employee's initial appointment with the Department of Main Roads; and</li> <li>• the employee of the Department of Main Roads became an employee of the local authority under arrangements made by that department whereby the local authority became the constructing authority for that department and was reimbursed for that construction work by that department; and</li> <li>• where service is continuous or, if not continuous, is of such a nature as would permit it being recognised upon the same conditions as those applicable to Crown wages employees.</li> </ul>	N/A

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<p>6. Officer granted a scholarship* before commencing duty in the public service.</p> <p>(*excluding teacher scholarships)</p>	<p>Scholarship period recognised upon –</p> <ul style="list-style-type: none"> <li>• completion of 10 years continuous service following appointment; and</li> <li>• successful completion of the course of study in the time specified in the contract.</li> </ul> <p>Any period of contract suspension is not recognised unless the officer was in the employment of the State during such period.</p> <p>Upon completion of 10 years actual service, the scholarship period is recognised for the purpose of granting long service leave or the payment of a cash equivalent in lieu thereof on retirement pursuant to sections 85 and 86 of the <i>Public Service Act 1996</i> or in the case of death.</p> <p>A scholarship period is not to be included when calculating an entitlement to long service leave on resignation.</p> <p>The scholarship period commences at the beginning of the academic year of the first year of the scholarship and continues until the day before commencement of duty.</p> <p>If a cash equivalent of long service leave is to be calculated in terms of the <i>Industrial Relations Act 1999</i>, any periods of vacation employment during a scholarship should be counted as service.</p>	N/A

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
7. Scholarship-holders in surveying	<p>As per 6 of this schedule including -</p> <p>Any period spent undertaking field work to qualify for registration as a surveyor with the Surveyor's Board. Such period shall be regarded as actual service for long service leave purposes and for the recognition of the scholarship period, provided that -</p> <ul style="list-style-type: none"> <li>• such field work is undertaken with a government department; and</li> <li>• there is no break in service exceeding 3 months between the field work and appointment to the public service.</li> </ul>	<p>Any period spent undertaking field work to qualify for registration as a surveyor with the Surveyor's Board shall be regarded as actual service for sick leave purposes, provided that -</p> <ul style="list-style-type: none"> <li>• such field work is undertaken with a government department; and</li> <li>• there is no break in service exceeding 3 months between the field work and appointment to the public service.</li> </ul>
8. Teaching scholarships		
(a) Teachers who have completed their teaching studies and were appointed to the teaching service/public service before 7 June 1977.	<p>Period of teaching scholarship counted towards the 10 year qualifying period for both granting and cash equivalent of long service leave.</p> <p>Teaching scholarship period recognised subject to -</p>	N/A
(b) Teachers who commenced their scholarships before 7 June 1977 and had not finished their studies and were not appointed until after 7 June 1977.	<ul style="list-style-type: none"> <li>• the completion of 10 years continuous service following appointment; and</li> <li>• appointment to the public service or teaching service being within 3 months of the date of expiration of the scholarship.</li> </ul> <p>Scholarship period not recognised for payment of a cash equivalent under any circumstances.</p>	N/A

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<p>9. School dental therapists employed by the Department of Health who have undertaken a 2-year training period at the School Dental Therapist Training Centre.</p>	<p>Training period recognised upon officer completing 10 years continuous service following appointment.</p> <p>Training period is taken into account for the purpose of granting long service leave or the payment of a cash equivalent in lieu thereof upon retirement pursuant to sections 85 and 86 of the <i>Public Service Act 1996</i> or in the case of death. A training period is not to be included when calculating an entitlement to long service leave on resignation.</p>	N/A

Superseded

PART 2B

EMPLOYEES (NON-PUBLIC SERVANTS OF GOVERNMENT DEPARTMENTS AND PUBLIC HOSPITAL BOARDS) ENGAGED TO WORK IN THE PUBLIC SERVICE BEFORE 1 DECEMBER 1989

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
<p>1. Service -</p> <ul style="list-style-type: none"> <li>• as an officer of the public service;</li> <li>• as a trainee employed in a department made under the Australian Traineeship Scheme;</li> <li>• as a Crown employee;</li> <li>• as an electorate secretary to a Queensland Member of Parliament;</li> <li>• with Public Hospital Boards;</li> <li>• with Mater Misericordiae Public Hospitals;</li> <li>• with the Queensland Railways.</li> </ul> <p><b>Notes:</b></p> <p>(i) <i>Recognition for Mater Misericordiae Public Hospitals only to be given to employees engaged on or after 21 February 1987.</i></p> <p>(ii) <i>Previous employment with the Commonwealth Public Service, other State Public Services and statutory authorities is not recognised.</i></p>	<p>Any period provided there is no break in service in excess of 3 months. Where the break in service exceeds 3 months, the excess period must be covered by an entitlement to paid leave.</p> <p>Where the employee has an entitlement to long service leave as at the date of ceasing duty with the former organisation and wants to forego payment of a cash equivalent in favour of recognition of such service, the granting of credit for service is contingent upon: -</p> <ul style="list-style-type: none"> <li>• non-payment of any cash equivalent of long service leave accrued to the date of resignation with the previous employer; and</li> <li>• the furnishing of advice to the previous employer indicating - <ul style="list-style-type: none"> <li>(a) the employee's wish to forego payment of a cash equivalent; and</li> <li>(b) the name of the new employer with whom recognition is being sought.</li> </ul> </li> </ul>	<p>Any period provided that service is continuous or any break in service is covered by an entitlement to paid leave.</p>
<p>2. Service with a non-public service organisation whose functions have been acquired by a department.</p>	<p>Any period</p>	<p>Any period</p>

CATEGORY OF PREVIOUS EMPLOYMENT	TERMS OF RECOGNITION	
	LONG SERVICE LEAVE	SICK LEAVE
3. Main Roads employees engaged on local authority projects.	<p>Any period provided that –</p> <ul style="list-style-type: none"> <li>• service with the local authority is after the date of the employee's initial appointment with the Department of Main Roads; and</li> <li>• the employee of the Department of Main Roads became an employee of the local authority under arrangements made by that department whereby the local authority became the constructing authority for that department and was reimbursed for that construction work by that department; and</li> <li>• where service is continuous or, if not continuous, is of such a nature as would permit its being recognised upon the same conditions as those applicable to Crown employees as in 1 above.</li> </ul>	N/A

Supplemental