



Employment conditions overview

Conditions of employment	Type of employment		
	Ongoing	Non-ongoing	Casual
20% loading	No	No	Yes
Paid leave accrual/access	Yes	Yes	No
Long service leave	Yes	Yes	Yes
Payment for public holidays not worked	Yes	Yes	Yes – if engaged on that day
Salary increments	Yes – as per clauses 17.7 and 17.8 of the EA.	Yes – as per clauses 17.7 and 17.8 of the EA.	No
Salary packaging	Yes	Yes – superannuation only, where employment agreement is for 3 months or longer.	No
Higher duties allowance	Yes	No	No
Corporate responsibility allowance	Yes	Yes	No
Relocation expenses	Yes	No	No
Full-time ordinary weekly hours of work	38 hrs	38 hrs	No – ordinary hours of work
Parliamentary staff allowance (PSA) for personal employees	Yes – but excludes employees of former PMs no longer in the Parliament.	Yes – but excludes employees of former PMs no longer in the Parliament. Employees may opt for time off in lieu instead of PSA.	No – paid on an hourly basis
Time off in lieu (TOIL)	Yes – as negotiated with Member, where an employee elects not to receive ESA or PSA, or where the Member does not allocate ESA.	Yes – as negotiated with Member, where an employee elects not to receive ESA or PSA, or where the Member does not allocate ESA.	No

Conditions of employment	Type of employment		
	Ongoing	Non-ongoing	Casual
Electorate staff allowance (ESA) for electorate employees	Yes, for hours worked against established electorate position. Not payable for any hours against the Electorate Support Budget other than under clause 34.14. Employees may opt for time off in lieu instead of ESA.	Yes, for hours worked against established electorate position. Not payable for any hours against the Electorate Support Budget other than under clause 34.14. If employed wholly against the Electorate Support Budget, may work additional hours paid against the Electorate Support Budget. Employees may opt for time off in lieu instead of ESA.	No – paid on an hourly basis
Maximum length of each employment agreement	Not applicable	No more than 12 months – if to be employed for a further period, new employment agreement must be completed	4 weeks, although each day or part day worked is a separate engagement
Probation	Yes – but may be waived by employing Member	Optional – as determined by employing Member	No
Severance benefits	Yes – other than as set out at clause 64.1 of the EA.	No	No
Payment in lieu of notice	Notice, or payment in lieu, as per clause 63 of the EA.	Where terminated before end of employment agreement entitled to notice, or pay in lieu of notice, as per clause 63 of the EA.	No
Career transition payments	Yes– where additional severance benefits payable in accordance with clause 66 of the EA.	No	No
Motor vehicle allowance	Yes	Yes	Yes
Travelling allowance	Yes	Yes	Yes
Studies assistance, including study leave	Yes	Yes	No
Retention payment	Yes– as per clause 20 of the EA.	Yes– as per clause 20 of the EA.	No