



Retention payment

Ongoing and non-ongoing employees who have been employed for the qualifying period and who are employed at 19 June each year are eligible for a retention payment.

The qualifying period used to calculate retention payments is from 20 June the previous year to 19 June each year.

Applies to:

- ✓ On-going employees
- ✓ Non-ongoing employees
- ✗ Casual employees

Current EA

- Eligible employees paid 1% **annual retention payment**

Proposed changes

- **1% annual retention payment maintained** for eligible employees
- The wording around **recognised prior service** has been clarified
- For eligible employees on **temporary transfers** on 19 June, the transfer salary is used in the calculation of the retention payment if the employee has been on a transfer for 12 months



Jane, an ongoing EOB employee, has temporarily transferred to another office as an EOC. Jane has been employed as a non-ongoing employee for the period including 20 June to 19 June the following year.

Jane will be paid the retention payment at the EOC salary.