

Part-year work

Arrangements, by agreement between employer and employee, where an employee takes a number of weeks leave without pay in addition to their annual recreation leave entitlement are sometimes referred to as part-year work arrangements. Salary is paid for weeks worked, recreation and other leave accrued and the remainder of the year is unpaid. This type of arrangement may be suitable where work loads fluctuate, or employees need to take additional leave during school holiday periods.

Part-year work arrangements can be facilitated by a 48/52 or other purchased leave work agreement or simply by the employee taking a regular agreed period of special leave without pay.

Special leave without pay

Some employees may be interested in accessing a period of special leave without pay to investigate and trial their involvement in some new activities leading up to their retirement, such as volunteer work, hobbies or extended care of family members while still maintaining their access to their existing job until such time as they are ready to make a more permanent decision regarding their future workforce participation.

Source: Department of Employment and Industrial Relations 'A Guide for the Queensland Public Service: Managing an Ageing Workforce'