



**SOUTH
AUSTRALIAN
EMPLOYMENT
TRIBUNAL**

PUBLIC SERVICE (RECREATION LEAVE LOADING) AWARD

This is a consolidated version of an award of the **South Australian Employment Tribunal** published pursuant to the provisions of the *Fair Work Act 1994*.

PART 1 - APPLICATION AND OPERATION OF AWARD

OPDATE 10:07:1997 on and from

CLAUSE 1.1 TITLE

OPDATE 27:07:1998 on and from

This Award is to be known as “Public Service (Recreation Leave Loading) Award”

CLAUSE 1.2 ARRANGEMENT

OPDATE 10:07:1997 on and from

Title	Clause No.
Arrangement.....	1.2
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Title	1.1

CLAUSE 1.3 SCOPE, PERSONS BOUND AND LOCALITY

OPDATE 13:10:2025 on and from

1.3.1 This award applies to employees engaged in the Public Service of South Australia.

1.3.2 This award is binding on the body or person who is the employer of public employees for the purpose of section 4A of the *Fair Work Act 1994* and on employees who are employees pursuant to the provisions of the *Public Sector Act 2009* (as amended) whether a member of an Association or not.

1.3.3 This award applies throughout the State of South Australia.

CLAUSE 1.4 DEFINITIONS

OPDATE 01:10:2019 on and from

‘Allowances and penalties’ include shift penalties, weekend penalties, fire-fighting allowances, annual allowances in lieu of overtime and uniform allowances.

‘Employee’ means an employee as defined in subclause (b) of section 3 of the *Public Sector Act 2009* (as amended).

‘Public Service’ means the Public Service as defined in section 7 of the *Public Sector Act 2009* (as amended).

‘Salary’ is to include the Whyalla cost of living loading and additional duties allowance payable pursuant to section 46 of the *Public Sector Act 2009* (as amended).

CLAUSE 1.5 RECREATION LEAVE LOADING

OPDATE 01:07:2026 1st pp on or after

1.5.1 During a period of recreation leave or pro rata leave an employee is to be paid a loading computed upon the normal salary attaching to the office concerned at the time the employee commences leave.

1.5.2 The loading is to be applied as follows:

1.5.2.1 If employed other than a shift worker or as a seven-day week worker,

either;

a loading of 17½ percent of the salary up to a maximum of \$ 1,227.30 for any one full entitlement of annual leave,

or

the allowances and penalties payable had the employee not been on leave during the relevant period, whichever is the greater.

1.5.2.2 If employed as a shift worker or a seven-day week worker (i.e. an employee who is working rotating shifts on seven days a week, or who is rostered to work regularly on active duties on Saturdays, Sundays and public holidays),

either;

a loading of 20 percent of salary up to a maximum of \$ 1,227.30 for any one full entitlement of annual leave,

or

the allowances and penalties payable had the employee not been on leave during the relevant period,

whichever is the greater.

1.5.2.3 An employee who is employed for part of a year as a shift worker or a seven day week worker is to be paid a loading as prescribed in 1.5.2.2 on a pro rata basis for completed months worked as a shift worker or a seven-day week worker and for the balance to be paid a loading as prescribed in 1.5.2.1.

APPLICATIONS FILED

Case No.	Description
06408/2000	AWARD VARIATION (Reg No 23) Application withdrawn.
06456/2000	AWARD VARIATION (Reg No 24) Award varied. Cl. 1.5 Recreation Leave Loading re SWC 1998 & 1999. Oupdate 01/07/2000.
06459/2000	AWARD VARIATION (Reg No 25) Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2000. Oupdate 01/07/2001.
06312/2001	AWARD VARIATION Award varied. Cl 1.5 Recreation Leave Loading re SWC 2001. Oupdate 1/7/2002.
00796/2003	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2002. Oupdate ppc 01/07/2003.
04350/2003	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2003. Oupdate ppc 01/07/2004.
02341/2005	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2004. Oupdate ppc 01/07/2005.
04871/2005	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2005. Oupdate ppc 01/07/2006.
00233/2006	AWARD VARIATION Award NOT varied. Appln withdrawn (see 4871/2005).
01698/2007	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re General Appln to Review Wages 2006. Oupdate ppc 01/07/2007.
02817/2008	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2007. Oupdate ppc 01/07/2008.
06071/2008	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2008. Oupdate ppc 01/10/2008.
05780/2009	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2009. Oupdate ppc 01/10/2009.
04673/2010	AWARD VARIATION Award varied. Cl. 1.5 Recreation Leave Loading re SWC 2010. Oupdate ppc 01/10/2010.
04081/2011	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2011. Oupdate ppc 01/10/2011.
02674/2012	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2012. Oupdate ppc 01/07/2012.
03091/2013	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2013. Oupdate ppc 01/07/2013.
04370/2014	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2014. Oupdate ppc 01/07/2014.

Case No.	Description
06460/2015	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2015. Oupdate ppc 01/07/2015.
3186/2016	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2016. Oupdate ppc 01/07/2016.
3296/2017	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2017. Oupdate ppc 01/07/2017.
1745/2019	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2018. Oupdate ppc 01/07/2018. Variation stayed 19/08/2019 see [2019] SAET 170.
1925/2018	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2018, SWC 2019, SWC 2020. Oupdate ppc 01/07/2018, ppc 01/07/2019, ppc 01/07/2020.
ET-19-00612	S99 REVIEW OF AWARDS Award Varied. Cl. 1.3 Scope, Persons Bound and Locality, Cl. 1.4 Definitions. Oupdate 01/10/2019.
ET-22-00821	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2018, SWC 2019, SWC 2021. Oupdate ppc 01/07/2018, ppc 01/07/2019, ppc 01/07/2021.
ET-23-00803	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2022 Oupdate 01/07/2022.
ET-23-05990	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2023 Oupdate 01/07/2023.
ET-24-05140	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2024 Oupdate 01/07/2024.
ET-25-02729	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2025 Oupdate 01/07/2025
ET-25-02351	S99 REVIEW OF AWARDS Award Varied. Cl. 1.3 Scope, Persons Bound and Locality. Oupdate 13/10/2025
ET-26-04300	AWARD VARIATION Award Varied. Cl. 1.5 Recreation Leave Loading re SWC 2026 Oupdate 01/07/2026