

## Summary Comparison of ITSR Award and Proposed ONRSR Enterprise Agreement – October 2016

CONDITION	ITSR AWARD 2016	ONRSR AGREEMENT 2015-2017
Types of employment	GSE Act <ul style="list-style-type: none"> <li>• Ongoing</li> <li>• Temporary</li> <li>• Casual</li> </ul>	Clause 2.1 <ul style="list-style-type: none"> <li>• Permanent</li> <li>• Temporary (not more than 2 years)</li> <li>• Casual – 25% loading. Conversion possible to perm/temp after 6 months (2.6)</li> <li>• 6 months probation</li> </ul>
Assignment	Transferred Employees Compensations Award	

CONDITION	ITSR AWARD 2016	ONRSR AGREEMENT 2015-2017
Salaries and classification levels	<p>Part B – Monetary Rates as of 1 July 2015  - Grades 1 – 8 (Salaried Officers), with first to fourth year salaries set out  <u>Grade 1</u> ranges from \$45,733 - \$50,699  <u>Grade 2</u> ranges from \$52,478- \$58,189  <u>Grade 3</u> ranges from \$60,219 - \$66,767  <u>Grade 4</u> ranges from \$69,107 - \$76,619  <u>Grade 5</u> ranges from \$79,398 - \$87,921  <u>Grade 6</u> ranges from \$91,000 - \$100,889  <u>Grade 7</u> ranges from \$104,421 - \$115,771  <u>Grade 8</u> ranges from \$119,827 - \$137, 579  <u>Grade 9</u> ranges from \$142,396 - \$163,603</p> <p>[This pay grade only applies to individuals who are classified within it at 1 July 2008]</p> <p>- Grades 1- 3 (Senior Officers) with first to second year salaries set out  <u>Grade 1</u> ranges from \$153,915 - \$165,845  <u>Grade 2</u> ranges from \$168,650 - \$180,545  <u>Grade 3</u> ranges from \$186,585 - \$204,816</p>	<p>Schedule A – Classification and Salary Levels as of 2014 &amp; note that three salaries are listed, not made clear if this rises by way of years in position</p> <p>- Non-Regulatory Employees (excludes superannuation):  <u>Level 1</u> ranges from \$54,424 - \$57, 289  <u>Level 2</u> ranges from \$63,124 - \$66,412  <u>Level 3</u> ranges from \$73,202 - \$77,021  <u>Level 4</u> ranges from \$82,750 - \$87,100  <u>Level 5</u> ranges from \$92,935 - \$97, 815  <u>Level 6</u> ranges from \$104,499 - \$110,015  <u>Level 7</u> ranges from \$116,699 - \$122,852</p> <p>- Regulatory Employees (have four pay increments &amp; excludes superannuation):  <u>RSO1</u> ranges from \$82,750 - \$91,662  <u>RSO2</u> ranges from \$92,935 - \$102,907  <u>RSO3</u> ranges from \$104,499 - \$115, 744  <u>MRSO</u> (only one pay level): \$122,852</p> <p>- Senior Managers (only has pay bands &amp; includes superannuation):  <u>SM1</u>; \$140,000 - \$169,000  <u>SM2</u>; \$170,000 - \$219,000  <u>SM3</u>; \$220,00 plus</p> <p>Schedule B – Classifications and Work Level Definitions</p>
Increases	2.5% subject to NSW Government Wages Policy	<p>Clause 4.2</p> <ul style="list-style-type: none"> <li>Pay increase 1 October 2% or CPI, whichever is greater</li> </ul>
Increment progression	Clause 6(ii) Increment increases linked to Performance Development and Evaluation Scheme (PDES) and for <b>satisfactory</b> performance	Increment increases linked to PDR and for excellent performance – annually

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Performance management	Performance Development and Evaluation Scheme Annual performance and 6 monthly	Performance Development and Review
Superannuation	First State Super	Clause 4.4  If the rules of the nominated fund require an employer contribution greater than the provisions of the Superannuation Guarantee (Administration) Act 1992 (Cth), any contribution above these provisions will be borne by the employee.
Salary Sacrifice	NSW Government Policy	Clause 4.4.3
Hours of work	<p><b>Clause 7</b></p> <p>(i) Ordinary work hours are 35 per week.</p> <p>(ii) Unless under a flexitime arrangement, where the work hours are averaged over four week period.</p> <p>Chief Exec. May require an employee to perform duties over this amount of hours, this must be reasonable and unreasonableness is determined by factors listed a – e in the award.</p>	<p><b>Clause 3.1</b></p> <p>3.1.1 – Hours of work are 150 hours over a 4 week period, 37.5 hours per week and 7.5 hours per day.</p> <p>3.1.2 – The standard working day is 7 and half hours and is the basis for leave entitlement and hourly rates of pay.</p> <p>3.1.4 – No more than 10 hours a day should be worked</p> <p>3.1.5 – An employee will not be required to work more than 5 hours without a break of at least 30 minutes.</p>

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Flexitime	<p>Clause 7(ii) 4 week settlement period, but other details not contained in award</p> <ul style="list-style-type: none"> <li>• Bandwidth hours 7.30am - 6.00pm</li> <li>• 4 week settlement period</li> <li>• <u>Credit up to 10 hours per settlement period</u></li> <li>• <del>Banked</del> – staff can accumulate up to 10 days (70 hours)</li> <li>• Debits up to 10 hours per settlement period, limit on debits</li> <li>• Approval for carryover of surplus debit or credit</li> <li>• Take up to 14 hours of flex time within a 4 week period (not including accumulated flex time)</li> </ul>	<p>Clause 3.1.3, 3.3</p> <ul style="list-style-type: none"> <li>• Bandwidth hours 7 am – 7 pm</li> <li>• 4 week settlement period</li> <li>• Credit up to 5 days per settlement period</li> <li>• Debits up to 2 days per settlement period</li> <li>• Any additional credit or debits may, under extenuating circumstances and with the approval of an Executive, be carried over to the next settlement period. If a surplus credit is not cleared by the end of that settlement period, it will expire</li> <li>• Debits ‘discouraged’ – 3.3.7</li> <li>• Senior Managers don’t get flexitime</li> </ul>
Lactation Breaks	<p>Clause 7A</p> <ul style="list-style-type: none"> <li>• Up to 2 paid breaks per day of up to 30 minutes duration each (1 per day if working 4 hours or less per day)</li> <li>• Access to sick leave for treatment/support</li> </ul>	<p>Clause 5.5.14</p> <ul style="list-style-type: none"> <li>• Paid breaks</li> </ul>

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Overtime	<p>Clause 8 -&gt; Clause 88, 90 Crown Award</p> <ul style="list-style-type: none"> <li>• Mon to Friday – time and a half for first 2 hours then double time</li> <li>• Saturdays - time and a half for first 2 hours then double time, Minimum 3 hours</li> <li>• Sundays – double time, Minimum 3 hours</li> <li>• Public holidays - double time and a half, Minimum 3 hours</li> <li>• Saturday and Sunday and public holidays</li> </ul> <p>Clause 96</p> <ul style="list-style-type: none"> <li>• Staff may take leave in lieu of payment calculated at the same rate as for overtime</li> </ul> <p>Clause 95</p> <ul style="list-style-type: none"> <li>• Staff paid above Clerk Grade 8 get overtime at Grade 8 rates + \$1</li> </ul>	<p>Clause 3.4</p> <ul style="list-style-type: none"> <li>• Mon to Friday – time and a half for first 3 hours then double time</li> <li>• Saturdays - time and a half for first 3 hours, then double time (all time worked after 12 noon is double time). Minimum 3 hours.</li> <li>• Sundays - double time. Minimum 3 hours.</li> </ul> <ul style="list-style-type: none"> <li>• Staff may take leave in lieu of overtime calculated at the same rate as for overtime (must be taken within 12 weeks, or paid)</li> </ul> <ul style="list-style-type: none"> <li>• Entitlement to reimbursed childcare in limited circumstances</li> </ul> <p>Above RSO2/Level 5 (not including)</p> <ul style="list-style-type: none"> <li>• No overtime payable</li> <li>• Time in lieu at 1:1 (not overtime rates)</li> <li>• Time in lieu not taken within 12 weeks is forfeited</li> </ul>
Travel time		<p>Clause 3.6</p> <p>Additional time to travel to temporary alternative accommodation counted as on duty.</p>

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Recreation leave	Clause 9 -> Clause 77 Crown Award <ul style="list-style-type: none"> <li>• Accrues - 20 working days per year</li> <li>• 2 consecutive weeks to be taken every 12 months</li> <li>• No more than 8 weeks (check)</li> </ul>	Clause 5.1 <ul style="list-style-type: none"> <li>• 4 weeks annual leave for each 12 months of service in advance, but must be repaid if employment terminates and leave taken before accrued</li> <li>• Can be directed to take leave if entitlement greater than 8 weeks</li> </ul>
Annual leave loading	Clause 10 -> Clause 78 Crown Award <ul style="list-style-type: none"> <li>• 17½% on the monetary value of up to 4 weeks recreation leave accrued in a leave year up to the maximum salary for a clerk grade 12***</li> </ul>	There is no ONRSR equivalent
Sick leave	Clause 11 -> Clause 79 Crown Award <ul style="list-style-type: none"> <li>• Accrue 5 days at commencement</li> <li>• After 4 months, accrue 10 days for balance of year 1</li> <li>• After year 1, accrue 15 days per year</li> <li>• Sick leave to care for family member if FACS leave exhausted/unavailable</li> </ul>	Clause 5.3 – Personal leave <ul style="list-style-type: none"> <li>• Accrue 12 days of paid personal leave per year to cover illness and care for family/household member.</li> </ul> Clause 5.6 – Compassionate leave <ul style="list-style-type: none"> <li>• 3 days of paid compassionate leave per</li> </ul>

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Family and community service leave	Clause 12 -> Clause 71 Crown Award <ul style="list-style-type: none"> <li>• Accrue 2 ½ days per year for first 2 years</li> <li>• Accrue 1 day per year after</li> <li>• For:               <ul style="list-style-type: none"> <li>○ compassionate grounds,</li> <li>○ emergency accommodation, emergency or weather conditions,</li> <li>○ attending to unplanned or unforeseen family responsibilities,</li> <li>○ attendance at court</li> <li>○ Local Government</li> <li>○ Major amateur sport</li> </ul> </li> <li>• Discretion to grant further compassion/emergency leave if entitlement exhausted</li> <li>• If carer, can access sick leave when FACS exhausted (clause 81)</li> </ul>	permissible occasion <ul style="list-style-type: none"> <li>• May apply for additional leave – special leave and/or or personal leave</li> </ul> See Clause 5.3 Personal leave <ul style="list-style-type: none"> <li>• 15 days of special leave with pay in each service year - does not accumulate from year to year</li> </ul> Clause 5.13 <ul style="list-style-type: none"> <li>• Elite Athletes</li> </ul>
Leave without pay	Clause 13 -> Clause 72 Crown Award <ul style="list-style-type: none"> <li>• If good and sufficient reason can be shown</li> </ul>	No equivalent clause in EA
Military leave	Clause 14 -> Clause 73 Crown Award <ul style="list-style-type: none"> <li>• 24 working days for Naval and Military Reserves</li> <li>• 28 working days for Air Force Reserve</li> <li>• Additional service requirements in excess of military leave may be granted military top up pay.</li> </ul>	Clause 5.11 <ul style="list-style-type: none"> <li>• 46 days <i>unpaid*</i> leave for a first year reservist, 32 days otherwise</li> <li>• <i>Top up pay from Defence salary provided to ensure to employee salary is the same for that period</i></li> </ul>
Parental leave	Clause 15 -> Clause 75 Crown Award <ul style="list-style-type: none"> <li>• 14 weeks maternity and adoption leave</li> <li>• 1 week other parent leave</li> <li>• + Government funded scheme</li> <li>• Unpaid leave?</li> </ul>	Clause 5.5 <ul style="list-style-type: none"> <li>• 16 weeks parental leave (18 weeks if more than 5 years' service)</li> <li>• 2 weeks supporting partner leave if 1 years' service</li> <li>• Reduced by government funded scheme</li> <li>• Right to return part time</li> </ul>

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<b>Other leave</b>		
➤ Jury service	Special Leave - Clause 84 Crown Award	Clause 5.8 - Community service leave
➤ Witness at court in official capacity	Special Leave - Clause 84 Crown Award	<ul style="list-style-type: none"> <li>• Staff member is 'on duty' (5.9)</li> </ul>
➤ Crown witness	Special Leave - Clause 84 Crown Award	
➤ Union witness	Special Leave - Clause 84 Crown Award	Clause 6.9.2 <ul style="list-style-type: none"> <li>• Reasonable and sufficient time</li> </ul>
➤ Examinations	Special Leave - Clause 84 Crown Award 5 days per year	UNCLEAR - Paid study time which includes examinations
➤ Union activities	Special Leave - Clause 84 Crown Award Clause 23 -> <ul style="list-style-type: none"> <li>• Delegates will be regarded as being on duty and will not be required to apply for leave to undertake trade union activities</li> <li>• Special leave with pay to attend certain trade union activities</li> </ul>	Clause 5.24 <ul style="list-style-type: none"> <li>• Paid leave available for training - up to 10 days in 2 years</li> </ul> Clause 6.9 <ul style="list-style-type: none"> <li>• Reasonable and sufficient time</li> </ul>
➤ Return home	Special Leave - Clause 84 Crown Award	
➤ National Aborigines and Islander Day of Commemoration Celebrations	Special Leave - Clause 84 Crown Award <ul style="list-style-type: none"> <li>• 1 day</li> </ul>	Paid cultural leave in appropriate circumstances
➤ Private witness	recreation leave or leave without pay	leave at discretion (5.9.2) or other leave (5.9.3)
➤ Volunteer emergency management		Clause 5.8 - Community service leave <ul style="list-style-type: none"> <li>• Extra 1 day leave to recover</li> </ul>



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➤ Community service		Clause 5.8 - Community service leave
Domestic violence	Clause 17A <ul style="list-style-type: none"> <li>• Family and community service leave, sick leave then special leave</li> </ul>	No specific provision.  Special leave for pressing family and personal pursuits an responsibilities Special leave with pay. 2 days per year, Executive Director may approve more up to 15 days.
Religious or cultural obligations	Clause 16 -> Clause 74 Crown Award <ul style="list-style-type: none"> <li>• If essential, must be granted using recreation leave, extended leave, flex leave or leave without pay</li> </ul>	No specific provision Clause 5.7  May be able to access Special leave, although this is unclear
Extended leave/long service leave	Clause 18 <ul style="list-style-type: none"> <li>• Accrue 4.4 working days for each year of service up to 10 years</li> <li>• Accrue 11 working days for each additional year of service in excess of 10 years</li> <li>• Can take after 7 years of completed service</li> <li>• On termination those between 5-7 years of service are paid pro-rata</li> </ul>	Clause 5.4 <ul style="list-style-type: none"> <li>• Accrue 6.5 working days for each year of service</li> <li>• Can take after 7 years of completed service</li> <li>• Payment pursuant to state legislation</li> </ul>
Public Holiday	Clause 19	Clause 3.7
Annual Christmas close down	1 day determined as a public service holiday between Boxing Day and New Year's Day	Office closes 25 December to the first working day following 1 January Employees paid for working days during that period
Blood Donor		Clause 5.10 <ul style="list-style-type: none"> <li>• On duty</li> </ul>

<b>CONDITION</b>	<b>ITSR AWARD 2016</b>	<b>ONRSR AGREEMENT 2015-2017</b>
War Service Disability		Clause 5.12
Purchased leave	<p>Clause 20(vii) -&gt; Clause 84 Crown Award</p> <ul style="list-style-type: none"> <li>• Purchase either 2 or 4 weeks additional leave pin a 12 month period</li> </ul>	<p>Clause 5.2</p> <ul style="list-style-type: none"> <li>• Up to 8 weeks additional leave purchased in a 12 month period, and taken in one week blocks within 12 months of the date it was applied for.</li> </ul>
Workplace flexibility	<p>Clause 20</p> <ul style="list-style-type: none"> <li>• Flexibility to change to part time temporarily or permanent</li> <li>• Work from home</li> <li>• Recreation leave at half pay</li> <li>• Purchase additional leave</li> </ul>	<p>Clause 1.6</p> <ul style="list-style-type: none"> <li>• Individual flexibility arrangement about when work is performed, overtime and allowances</li> </ul>
Learning and development	<p>Clause 21 -&gt; Clause 85 and 86 Crown Award</p> <ul style="list-style-type: none"> <li>• Paid study time not exceeding a maximum of 4 hours per week, to accrue on the basis of half an hour for each hour of class attendance</li> <li>• Payment of course fees if benefit to ITRSR 100%</li> <li>• Staff development &amp; training – 10 days special leave</li> <li>• Examination leave – max. 5 days</li> </ul>	<p>Clause 5.15</p> <ul style="list-style-type: none"> <li>• Paid study time of a maximum of 5 hours per week, to accrue on the basis of one hour for each hour of attendance</li> <li>• Payment of course fees if benefit to ONRSR 50%</li> </ul> <p>The level of financial contribution will be determined on a case by case basis and is at the discretion of the Application Review Panel and the Chief Executive.</p>
Allowances Travel allowance	<p>Clause 22 -&gt; Clause ?? Crown Award</p> <ul style="list-style-type: none"> <li>• – refers to reimbursement of travel and associated expenses ‘properly and reasonably incurred’</li> <li>• Travel time is treated as work hours</li> </ul>	<p>Clause 4.5 – 4.9</p> <p>Travel allowance as per ATO schedule Excess travelling time treated as time worked</p>
Meal	<ul style="list-style-type: none"> <li>• ATO daily rates as guide</li> </ul>	ATO daily rates as guide

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Use of private motor vehicle allowance	<ul style="list-style-type: none"> <li>CI 36 -</li> </ul>	Use of private motor vehicle allowance as per ATO schedule
Flying allowance	<ul style="list-style-type: none"> <li>CI 45 - allowance payable as \$16.20 per hour – has never been paid at ITSR</li> </ul>	
Uniform allowance	<ul style="list-style-type: none"> <li>CI 46 - If staff member is 'required or authorised' to wear a uniform (allowance of \$4.00 per week)</li> </ul>	
First aid allowance	<ul style="list-style-type: none"> <li>CI 51 - certificate to be current (within 3 years) - cost and time for training covered, \$693 pa</li> </ul>	First aid allowance \$893.49 pa + CPI
On-call (stand-by)	<ul style="list-style-type: none"> <li>CI 92 and on-call allowance \$0.76 per hour</li> </ul>	
Duty Officer allowance		\$10 per day, 1 hour toil for telephone calls and limited response
Higher duties allowance	<p>Government Sector Employment Regulation Division 4 20 Allowance for Temporary Assignments To Higher Non-executive Roles</p> <p>Government Sector Employees Rules 33</p> <p>Above-level secondments to Public Service Agencies</p>	<p>– pay from 10 working days at no less than min rate of classification level applying to whose duties are being performed</p> <p>Allowance negotiated for Senior Manager and above</p>

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Redundancy	<p>If excess must be offered voluntary redundancy. Where employees accept voluntary redundancy, they are entitled to the following payments:</p> <p>Notice:</p> <p>Voluntary:</p> <table data-bbox="454 443 922 879"> <tr><td>1 – 2 years service</td><td>7 weeks pay</td></tr> <tr><td>2 – 3 years service</td><td>12 weeks pay</td></tr> <tr><td>3 – 4 years service</td><td>15 weeks pay</td></tr> <tr><td>4 – 5 years service</td><td>20 weeks pay</td></tr> <tr><td>5 – 6 years service</td><td>23 weeks pay</td></tr> <tr><td>6 – 7 years service</td><td>26 weeks pay</td></tr> <tr><td>7 – 8 years service</td><td>29 weeks pay</td></tr> <tr><td>8 – 9 years service</td><td>32 weeks pay</td></tr> <tr><td>9 - 10 years service</td><td>35 weeks pay</td></tr> <tr><td>10-11</td><td>38 weeks pay</td></tr> <tr><td>11-12</td><td>41 weeks pay</td></tr> <tr><td>12-13</td><td>44 weeks pay</td></tr> <tr><td>13+</td><td>47 weeks pay</td></tr> </table> <p>Involuntary</p> <ul data-bbox="454 1023 1048 1562" style="list-style-type: none"> <li>• 4 weeks notice or payment in lieu, plus</li> <li>• for employees aged 45 years and over with five or more years of completed service, an additional 1 weeks notice or payment in lieu, plus</li> <li>• a severance payment at the rate of 3 weeks per year of continuous service with a maximum of 39 weeks, with pro-rata payments for incomplete years of service to be on a quarterly basis</li> <li>• the benefit allowable as a contributor to a retirement fund, plus</li> <li>• pro rata annual leave loading for leave accumulated at date of termination, plus the following incentive payments based on years of service</li> </ul>	1 – 2 years service	7 weeks pay	2 – 3 years service	12 weeks pay	3 – 4 years service	15 weeks pay	4 – 5 years service	20 weeks pay	5 – 6 years service	23 weeks pay	6 – 7 years service	26 weeks pay	7 – 8 years service	29 weeks pay	8 – 9 years service	32 weeks pay	9 - 10 years service	35 weeks pay	10-11	38 weeks pay	11-12	41 weeks pay	12-13	44 weeks pay	13+	47 weeks pay	<p>If excess and involuntarily made redundant and not transferred entitled to a severance payment:</p> <table data-bbox="1099 240 1644 571"> <tr><td>Less than 1 years service</td><td>Nil</td></tr> <tr><td>1 – 2 years service</td><td>4 weeks pay</td></tr> <tr><td>2 – 3 years service</td><td>6 weeks pay</td></tr> <tr><td>3 – 4 years service</td><td>7 weeks pay</td></tr> <tr><td>4 – 5 years service</td><td>8 weeks pay</td></tr> <tr><td>5 – 6 years service</td><td>10 weeks pay</td></tr> <tr><td>6 – 7 years service</td><td>11 weeks pay</td></tr> <tr><td>7 – 8 years service</td><td>13 weeks pay</td></tr> <tr><td>8 – 9 years service</td><td>14 weeks pay</td></tr> <tr><td>Over 9 years service</td><td>16 weeks pay</td></tr> </table> <p>Notice in accordance with NES</p>	Less than 1 years service	Nil	1 – 2 years service	4 weeks pay	2 – 3 years service	6 weeks pay	3 – 4 years service	7 weeks pay	4 – 5 years service	8 weeks pay	5 – 6 years service	10 weeks pay	6 – 7 years service	11 weeks pay	7 – 8 years service	13 weeks pay	8 – 9 years service	14 weeks pay	Over 9 years service	16 weeks pay
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	<p>Length of service      Additional payment</p> <p>Less than 1 year      2 weeks pay</p> <p>1 year and less      4 weeks pay</p> <p>than 2 years      6 weeks pay</p> <p>2 years and less      8 weeks pay</p> <p>than 3 years</p> <p>3 or more years</p> <p>Cannot be re-employed in public sector during severance period</p> <p>If forced redundancy entitled to statutory min. payment as per the NSW Employment Protection Regulation 2001, plus 4 weeks or 5 weeks if 45 or over</p>	
Separation	Not covered in the ITSR award	<p>Permanent and temporary employees may have their employment terminated by ONRSR with 4 weeks' notice</p> <p>Where an employee is over 45 years of age and has at least two years continuous service they will be entitled to an additional one weeks' notice on termination</p> <p>Employees who wish to terminate their employment with ONRSR are required to provide ONRSR with at least two weeks' notice</p>