



## ST ALOYSIUS' COLLEGE, MILSONS POINT

### PROSPECTIVE STAFF INFORMATION – ANNUAL LEAVE LOADING, LONG SERVICE LEAVE, AND SUPERANNUATION

1 February 2008

Dear Colleague,

Thank you for considering applying for a position with St Aloysius' College (“**the College**”).

Some terms and conditions of employment for most positions at the College are regulated by a NSW State industrial Award. Where applicable, such Awards apply to employment as a matter of law, but do not form part of a contract of employment at the College. Awards may be varied or replaced, or may cease to apply.

In 2008, the College introduced enterprise agreements (“**EAs**”) principally for the purpose of providing our staff with flexibility and choice with regard to how they may wish to receive the annual holiday loading (“**AHL**”), long service leave (“**LSL**”) and superannuation benefits provided to them under the Awards that are applicable to their positions.

The EA arrangements replace those in the Awards for AHL, LSL and superannuation.

The flexibility and choice incorporated in our EAs are consistent with arrangements being offered in many independent schools in NSW, and are different to the arrangements existing in other independent schools, NSW Catholic Diocesan schools and NSW Government schools.

Should you be offered, and accept employment with the College, upon commencing with us you will be provided with an Election Form on which you will be requested to indicate how you wish to receive your AHL, LSL and superannuation benefits. You will be offered two options (see page 2 for details), and the option you choose will apply for the period of the EA that applies to your position.

The choice you will need to make could be a significant one for you. The significance may be influenced by such matters as your teaching service to date, your career plan(s), and/or your personal financial circumstances and planning.

Therefore, we encourage you to think carefully about the choice that you would be requested to make should you be offered employment. You might need to seek advice to assist you in making the right decision for yourself and your family.

In the meantime, should you have any queries in relation to this information, please do not hesitate to contact the College's Business Manager on telephone number (02) 9922 1177.

Yours faithfully,



**(FR) ROSS JONES, SJ**  
Rector

The options that will be offered to you for receiving ALL, LSL and superannuation benefits are as follows:

**Option 1**

| AHL  | LSL  | Superannuation  |
|--|--|---|
| <p>You will not be paid AHL – a 17.5 per cent loading paid under the Award applying to your position, when you go on annual leave.</p> | <p>You will accrue LSL in accordance with the <i>Long Service Leave Act 1955 (NSW)</i> (“<b>the LSL Act</b>”) – currently 0.866 weeks per year of service.</p> | <p>You will be paid an employer contribution payment* to superannuation each year, at a rate that is higher than the current compulsory employer nine per cent payment under the <i>Superannuation Guarantee (Administration) Act 1992 (Cth)</i> and the <i>Superannuation Guarantee Charge Act 1992 (Cth)</i>.</p> <p>*The additional payment is comprised of, and dependent on the combination of AHL and the previous higher LSL accrual rate under the Award applying to your position prior to the introduction of the EA, where applicable.</p> |

**Option 2**

| AHL  | LSL   | Superannuation  |
|--|---|---|
| <p>You will be paid the 17.5 per cent AHL when you go on annual leave.</p> | <p>You will accrue LSL at the rate under the Award applying to your position prior to the introduction of the EA, which is generally higher than under the LSL Act.</p> | <p>You will be paid the compulsory employer nine per cent contribution payment to superannuation under the above mentioned superannuation legislation, each year.</p> |