



## DISCRETIONARY LEAVE

### Rationale:

This policy supports the NAG 3.

### Purpose:

This policy recognises the Board's obligations to be a 'good employer' in accordance with the State Sector Act 1988 by providing guidelines for granting discretionary leave.

### Definitions:

*Discretionary Leave* - An employer may, at its discretion, grant an employee special leave with or without pay on such terms and conditions as it may approve as outlined in appropriate employment agreements.

### Scope:

This policy applies to all staff.

### Guidelines:

1. All applications for discretionary leave will be in writing and submitted as early as possible.
2. The Principal may approve short-term discretionary leave up to five working days. The staff member has the right of appeal to the Board should the application be declined.
3. The Board of Trustees will consider all applications for discretionary leave in excess of five working days; this being considered 'extended discretionary leave'.
4. The Board and the Principal have discretion in granting leave with or without pay.
5. When determining whether to approve an application for Discretionary Leave the Board and Principal will consider the circumstances of the application and the applicant, as well as the need to maintain continuity and stability within the school.
6. All relevant Collective and Individual Employment Agreements awards will be adhered to when considering applications for discretionary leave.
7. Each case will be considered based on individual circumstances and should not be seen as setting precedent.



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### Related Policies:

1. EEO

### References or Sources:

1. State Sector Act 1988
2. PPTA Secondary Teachers Collective Agreement 2019 – 2022
3. NZEI Support Staff in Schools June 2022
4. Secondary & Area School Ground staff 2019 - 2022
5. School Caretakers', Cleaners', and Canteen Staff Collective Agreement 2019 - 2022
6. Children's Act 2014

### Review Details:

Review Date	Reviewed by
Aug 2022	MOR
<b>Review cycle:</b> 3 years	<b>Due date for Review:</b> Aug 2025

### Management Contact:

- Principal