

Plumbing and Fire Sprinklers Award 2020

Additional staff leave measures approved during the COVID-19 Pandemic

As a result of a recent application by the Master Plumbers Group, the Plumbing and Fire Sprinklers Award 2020 (PFS Award) has been varied to include Schedule X – Additional Measures During the COVID-19 Pandemic.

Why did we change it?

The insertion of Schedule X into the PFS Award overcomes a regulatory gap in the PFS Award concerning employees who are required to isolate following potential exposure.

Access to unpaid pandemic leave and annual leave at half pay will enable employees to remain in employment and will support the important public policy objective of isolation to prevent infections.

What are the changes?

Schedule X – Additional Measures During the COVID-19 Pandemic contains two (2) provisions;

1. Unpaid Pandemic Leave; and
2. Annual Leave at Half Pay.

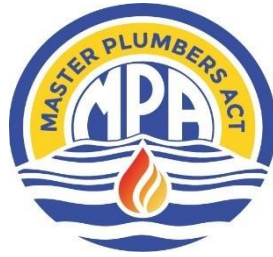
1. Unpaid Pandemic Leave

The Unpaid Pandemic Leave provisions apply where an employee “is required by government or medical authorities or on the advice of a medical practitioner to self - isolate and is consequently prevented from working or is otherwise prevented from working by measures taken by government or medical authorities in response to the COVID-19 pandemic”.

An employee who seeks to utilise these provisions must give their employer notice of their intention to take such leave and must give the employer evidence of the need to take such leave.

The Unpaid Pandemic Leave may (initially) be for a period of up to two (2) weeks; however, where agreed by the employer and the employee the employee may take more than two (2) weeks.

The Unpaid Pandemic Leave provisions do not affect any other paid or unpaid leave entitlement.



2. Annual Leave at Half Pay

The Annual Leave at half Pay provisions allows an employee, with the agreement of the employer, to take “twice as much leave on half pay”.

As an example, an employee may take two (2) weeks’ annual leave, but only be paid one (1) week. In that circumstance, the employee would be debited one (1) week of annual leave.

The provisions only apply to those employers and employees covered by the PFS Award.

The provisions commence operating from the first pay period on or after 11 August 2021.

Have a question?

Thanks to our excellent relationship with sister MPA’s we are pleased to advise that if MPA Members have any IR/employee questions, please contact our office at office@masterplumbersact.asn.au and we will provide further information.

