

Special Leave Entitlement - whole time employees

CONDITION OF EMPLOYMENT (REGULATION)	Sick Leave	Sick Leave	Sick Leave	Bereavement Leave	Marriage Leave	Maternity Leave for men	Injury Leave	
WAGE REGULATION ORDER	Days full pay p.a.	Days Half Pay p.a.	Days without pay p.a.	Days full pay	Days full pay	Days full pay	Months full pay p.a.	Unlimited days full pay
Agriculture & allied industries	12 ¥	-	-	2	3	1	12	✓
Beverages Industries	12 µ	-	-	2	3	2	12	✓
Canning industries	12 µ	24 µ	-	2	3	1	12	✓
Cargo clearance & forwarding agents (Burdnara)	15 ¥	15 ¥	-	2	3	2	12	✓
Cinemas & theatres	12 ¥	-	-	3	3	1	12	✓
Clay & glass products	10	-	-	2	3	2	12	✓
Construction	15 ¥	15 ¥	-	3	3	2	12	✓
Domestic service ∝	14 ±	-	-	2	3	2	1	✓
Electronics industry	12 ± §	18 ± §	-	2	4	2	12	✓
Food manufacture industries	12 µ	-	-	2	3	1	12	✓
Hire (cars or private buses)	12 ±	-	-	2	3	1	12	✓
Hospitals & clinics	30	30	-	2	3	1	∞	✓
Hotels & clubs	15 ±	36 ±	-	2	3	1	12	✓
Jewellery & watches	12 ±	24 ±	-	2	3	1	12	✓
Laundries	12 ¥	36 ¥	-	2	3	2	12	✓
Leather goods & shoes industries	12 ±	12 ±	-	2	3	1	12	✓
Paper, plastics, chemicals & petroleum								
(exceeds 6 months service)	6 ±	-	-	2	3	1	12	✓
(exceeds 1 year service)	12	12	-	2	3	1	12	✓
(period of continuous sickness exceeds 15 days)	15	15	-	2	3	1	12	✓
Printing & publishing	12 ¥	-	-	2	2	1	12	✓
Private cleaning services								
(does not exceed 3 months service)	-	-	-	2	-	-	12	✓
(exceeds 3 months service but not 6 months)	-	-	-	2	3	1	12	✓
(exceeds 6 months service)	12	6	-	2	3	1	12	✓
Private schools								
(teachers - exceeds 3 months service)	15 ¿	15 ¿	-	2	3	1	12	✓
(other staff - exceed 3 months service)	10 ¿	10 ¿ ≠	10	2	3	1	12	✓
Private security services								
(does not exceed 6 months service)	6	-	-	3	3	2	12	✓
(exceeds 6 months service)	15	15	-	3	3	2	12	✓
Professional officers	20	20	-	2	3	1	12	✓
Public transport	12 ±	-	-	2	3	1	12	✓
Seamen	15 ±	15 ±	-	2	3	2	12	✓
Textiles & allied industries	12 µ	12 µ	-	3	3	2	12	✓
Tobacco manufacture								
(exceeds 6 months service but not 12 months)	6 ± ≠	6 ± ≠	-	2 *	3	1 *	12	✓
(exceeds 12 months service)	12	12 *	-	2 *	3	1 *	12	✓

Special Leave Entitlement - whole time employees

	Sick Leave	Sick Leave	Sick Leave	Bereavement Leave	Marriage Leave	Maternity Leave for men	Injury Leave	
CONDITION OF EMPLOYMENT (REGULATION)								
WAGE REGULATION ORDER	Days full pay p.a.	Days Half Pay p.a.	Days without pay p.a.	Days full pay	Days full pay	Days full pay	Months full pay p.a.	Unlimited days full pay
Transport equipment, metal & allied industries (exceeds 6 months service but not 12 months)	20 ±	-	-	2	þ	2	12	✓
(exceeds 12 months service)	20	20	-	2	þ	2	12	✓
Travel & insurance agencies	15	15	-	2	3	1	12	✓
Wholesale & retail trades	15 ±	36 ±	-	2	3	1	12	✓
Woodworks	12 ±	12 ±	-	3 *	-	2	12	✓
Sextons & custodians	20 ¥	20 ¥	-	2	3	2	12	✓

NOTES
* certain conditions apply
For all the categories full pay means, full pay less any sickness benefit to which employee may be entitled under the Social Security Act
Except for exceptions marked ±, for all the categories half pay means, half pay less half any sickness benefit to which employee may be entitled under the Social Security Act
Injury leave means, an injury during the actual discharge of the employee's duties, not due to contributory negligence on the employee's part or in contravention of safety rules laid down by management
≠ No sickness benefit to which employee may be entitled under the Social Security Act is to be deducted from wage
¥ Sick leave is NIL if employee has not exceeded 12 months of service
± Sick leave is NIL if employee has not exceeded 6 months of service
¿ Sick leave is NIL if employee has not exceeded 3 months of service
µ Sick leave is pro rate if employee has not exceeded 12 months of service
□ Applies to employees in Groups 1, 2, 3, & 4. Employees in Groups 5 & 6 are not entitled to any special leave entitlement
§ Employees shall not be entitled to the payment of any wages for the 1st day of each period of sick leave, provided that the number of unpaid days of sick leave shall not be deducted from the entitlement of paid sick leave
∞ Unlimited number of days of injury leave (certain conditions apply)
þ Marriage leave on full pay equivalent to 1 week provided employee remains in employment for 3 months after marriage
Continuous service means continuous service with the exception of a number of days of absence as established by the specific Wage Regulation Order

Disclaimer: We make every effort to maintain the accuracy of the information on this webpage but cannot accept responsibility for any liability for loss or damage which may occur from use of the information. All information in this webpage is being provided as a general guide only and should not be considered as a substitute for professional advice, and the original legal documents are to be consulted carefully. This data sheet updated as at 31st December 2005.