

Personal Leave Policy



GSS Group
ABN: 12 668 595 382
F01/122 Studio Ln, Docklands VIC 3008

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1. Purpose

- (a) GSS Group provides paid personal/carer's leave to assist employees who may be unable to attend work due to caring for an immediate family or household member who is sick or injured or help during a family emergency. This policy is designed to ensure that employees are treated fairly and sympathetically.
- (b) For the purpose of this policy, personal leave includes sick leave and carer's leave.

2. Eligibility

This policy applies to the following persons:

- (a) permanent employees (including full time and part time);
- (b) fixed-term employees; and
- (c) casual employees (but only in the case of unpaid personal/carer's leave).

3. Entitlement to personal/carer's leave

- (a) Employees are entitled to personal/carer's leave, in accordance with National Employment Standards (NES) under the Fair Work Act 2009 (Cth) (Fair Work Act).
- (b) Employees receive 10 days of personal/carer's leave per year with an additional 2 days of unpaid leave if this is exhausted. The personal/carer's leave may be taken because:
 - (i) the employee is not fit for work because of a personal illness or personal injury; or
 - (ii) to provide care or support to a member of an employee's immediate family or a member of the employee's household who requires care because of an illness or personal injury affecting that person or unexpected emergency affecting that person.
- (c) Employees receive personal/carer's leave that has accrued but has not been taken will accumulate from year to year. No payment will be made with respect to any accrued but untaken personal/carer's leave upon termination of employment.
- (d) Employees are also entitled to a period of up to 2 days of unpaid carer's leave for each occasion when a member of an employee's immediate family or household requires care or support because of an illness, injury or unexpected emergency affecting the member.
- (e) Casual employees are not entitled to any paid personal/carer's leave. However, casuals are entitled to unpaid personal/carer's leave.
- (f) If a female employee has an entitlement to paid personal/carer's leave, she may take that

leave instead of taking unpaid special maternity leave under section 80 of the Fair Work Act.

4. Using leave

4.1. Evidence of need for leave

In normal circumstances, employees must not take carer's leave where another person has taken leave to care for the same person. The employee must, if required by the manager, provide satisfactory evidence that the leave is taken for the reason stated above, which may include:

- (a) a medical certificate, if the leave is taken because of an illness, stating the illness of the person concerned and the period of the illness; and
- (b) a statutory declaration, if the leave is taken due to an unexpected emergency, stating that the employee requires leave to care or support the immediate family or household member.

4.2. Notification of absence

- (a) In all instances where an employee is absent from work due to illness, injury or carer's responsibilities, the employee must contact the manager or designated contact directly and inform them of such absence, including:
 - (i) the reason for the absence; and
 - (ii) when the employee expects to return to work.
- (b) This discussion is to take place prior to, or as soon as practical after, the employee's scheduled commencement time.
- (c) If contact cannot be made directly with the immediate manager, or if the immediate manager is not available, employees are required to make contact with the next level manager.
- (d) If an employee is unable to return to work on the day originally notified to the manager, then the employee must again notify the manager using the same process above.

4.3. 4.3 Leaving work due to illness, injury or carer's responsibilities

- (a) An employee may leave work because of personal illness or injury, or carer's responsibilities, with the consent of the employee's manager (where reasonably practicable).
- (b) GSS Group is required to ensure the safety of an ill employee while at work, travelling to or from work, and when the employee reaches home. In cases when an employee is not well enough to remain at work, consideration must be given to whether the employee will be able to travel home safely either on public transport or by taxi. Depending upon the severity of the illness, consideration should also be given to having a family member collect the ill employee or ensuring that care can

be provided upon reaching the home.

- (c) When an employee leaves work on personal leave during the day, a leave application is to be submitted for the hours not worked.

4.4. Unused personal/carer's leave

Unused personal/carer's leave accumulates from year to year. There is no maximum to the amount of personal/carer's leave that may accrue. Personal/carer's leave may not be cashed out and is not payable on termination of employment.

5. Medical certificates

- (a) If an employee is absent for 2 or more consecutive days, the employee is required to provide a medical certificate from a registered health practitioner in order to qualify for payment of the period of leave. If it is not reasonable to do so, a statutory declaration made by the employee is required.
- (b) Failure by an employee to notify the manager of any absence, or failure to provide a required medical certificate in the appropriate timeframe, may result in disciplinary action including written warnings or termination of employment.
- (c) Please refer to the GSS Group absenteeism Policy for more information.

6. Work-related illness or injury

- (a) If an employee suffers a workplace injury or illness, the employee or the employee's manager must complete the relevant occupational health and safety injury log or illness or injury log.
- (b) Employees are not entitled to personal leave if they are receiving workers' compensation payments.

7. Monitoring long term or excessive absences

- (a) Managers will take a proactive approach to addressing situations of excessive or long-term absences.
- (b) Long-term absences include those greater than 1 month. Excessive absences include total leave taken in broken periods in excess of 15 days within a 12 month period.

8. A breach of the personal leave policy

Any breach of this policy may result in GSS Group counseling, or taking disciplinary action against, an employee. This may include provision of warnings or termination of employment or both.

9. Definition of immediate family

For the purposes of this policy, "immediate family" includes:

- (a) an employee's spouse, former spouse, de facto spouse, former de facto spouse;

- (b) child (including adopted children, stepchildren and ex-nuptial children);
- (c) parent (including spouse's and de facto spouse's parents);
- (d) grandparent (including spouse's and de facto spouse's grandparents);
- (e) grandchild (including spouse's and de facto spouse's grandchildren); and
- (f) sibling (including spouse's and de facto spouse's siblings).

10. Definition of member of household

For the purposes of this policy, a member of the employee's household includes anyone the employee lives with in their house or other accommodation.

11. Further information

If you require further information, please speak with your manager.

Endorsed by:

Imran Mukhtar

Managing Director February 2026

