Sick leave taken by permanent school teachers

The average sick leave rate for permanent school teachers has remained at around 8 days over the previous two years.

Table A: Sick Leave 2007 – 2008

<table>
<thead>
<tr>
<th>Year</th>
<th>Average Sick Leave Days Taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>8.05</td>
</tr>
<tr>
<td>2008</td>
<td>8.03</td>
</tr>
</tbody>
</table>

Source: Leave Management System

Sick leave taken includes full pay, half pay, no pay and special concessional sick leave.

At the time this sick leave was taken in 2007 and 2008, the annual sick leave entitlement for a permanent full-time teacher was 22 days full pay and 22 days half pay. Cumulative sick leave was also available and accrued on average at the rate of 10 days for each year of service.

On 19 February 2009, a new three year award for school teachers changed the sick leave entitlement for permanent teachers to 15 days per year. Whatever sick leave is not taken each year is accumulated.

The wellbeing of our professional teaching staff is a priority and the Department has a range of strategies in place to support teachers, including:

- Staff support officers with expertise in staff welfare and injury management who provide support to all staff and can arrange medical assessments by specialist occupational physicians;
- The Employee Assistance Program, which provides expert and confidential counselling support;
- Rehabilitation programs supporting a timely and safe return to work following an injury or illness;
- The Living Well program, providing staff with a range of initiatives to promote health and wellbeing, including gym membership discounts and important health information; and
- Flexible work opportunities and leave entitlements which enable staff to balance work and family responsibilities, and to attend to important family and community responsibilities.