Memo

To:	All DOBCEL employees covered by the 2018 VCEMEA
From:	Ange Jones, Assistant Director People and Development
Subject:	Update on the application to remove an ambiguity or uncertainty by variation of Appendix 3 (LSL), of the VCEMEA
Date:	Wednesday, 9 March 2022

MAIN POINTS

- On 4 March 2022, Commissioner Platt of the Fair Work Commission issued his Decision in relation to application made by the Diocese of Sale Catholic Education Limited (**DOSCEL**) to remove an ambiguity or uncertainty by variation of the *Victorian Catholic Education Multi-Enterprise Agreement 2018* (**VCEMEA**).

- This decision, which came into effect on 4 March 2022, amends Appendix 3 of the VCEMEA (Long Service Leave) to read as follows:

   3.   Payment during long service leave

   3.1   Long service leave is paid at the Ordinary Rate of Pay at the time of the taking of the leave or on termination.

   3.2   If the calculation in clause 3.1 results in an Employee's leave entitlement being lower than that provided under the Act [*Long Service Leave Act 2018* (Vic.)], the entitlement to long service leave for that Employee will be calculated as provided for under the Act.

- This approved variation will apply to all employees and employers covered by the VCEMEA, including DOBCEL employees.

- The Independent Education Union Victoria Tasmania and Australian Nursing and Midwifery Federation have been informed of the Decision.

- Long Service Leave arrangements for employees who have commenced a period of long service leave will continue unchanged.

- Interim administrative arrangements will be put in place by the Catholic Education Commission of Victoria Ltd Long Service Leave Scheme.

- The Variation to Appendix 3 (Long Service Leave) of the VCEMEA came into effect on 4 March 2022. Interim administrative arrangements will be put in place by the Catholic Education Commission of Victoria Ltd Long Service Leave Scheme.

- Long Service Leave arrangements for employees who have commenced a period of long service leave will continue.