**Pooled Serious Injury, Illness and Emergency Leave Fund**

* + 1. All Employees employed by the Employer will be entitled to access a pooled Emergency and Serious Illness/Injury Leave Fund (**Fund**) of 7,000 hours per year (1 July to 30 June).
    2. The Fund will provide paid leave to successful applicants where they have exhausted (or are likely to exhaust) their accrued personal/carer’s leave due to an emergency or serious illness or injury to either themselves or a member of their immediate family as defined in clause XX.
    3. To be eligible to draw on the Fund, an injury or illness which requires leave of in excess of 10 working days must be supported by a detailed medical certificate defining the nature of the injury or illness. The Employer (at their expense) has the right to request an independent medical certificate as to confirm the incapacity to work. The Fund is not available for any injury or illness that is the subject of a Work Cover claim or entitlement.
    4. Each General Manager must provide an Employee who they know may fit the criteria for access to the Fund with information about the Fund.
    5. Where an Employee wishes to access the Fund, a written application must be made directly to the National, People & Culture Manager via the Employee’s General Manager and must be accompanied by evidence that is reasonable in the circumstances. The criteria for access to the Fund will include:

a serious or life-threatening illness or disease (for example cancer, a psychiatric episode requiring hospitalisation, cardio-thoracic or orthopaedic surgery etc.); and/or

an operation, accident or injury that requires an extended recovery period (e.g. a hip replacement, gynaecological surgery, bunion removal, fractures etc. and/or

a significant injury or illness which requires leave of 10 or more working days (e.g. back spasms, complications of Chrohn’s disease, pneumonia, gastroenteritis, salmonella, etc.)

Please note that the examples above are illustrative only and do not constitute an exhaustive list.

* + 1. The usual maximum period of additional leave provided by the Fund to an Employee will be 8 weeks in any one year. Provided that in exceptional circumstances and upon a separate written application, the Employer may extend the leave provided based on the circumstances of the case.
    2. The 7,000 hours in the Fund will be replenished on 1 July of each year.
    3. The pool will be reviewed at the negotiation of the next enterprise agreement by the Employer and unions covered by this Agreement. However, after two years of operation if the pool hours are not sufficient to meet demand or there are other issues associated with the operation of the Pool Fund that require amendment, the Employer will contact the unions and consult about any proposed changes. Should such changes not be agreed the parties seek the assistance of the Fair Work Commission under the dispute resolution procedure of this Agreement.
    4. A dispute over a decision to not grant Leave under this clause may be referred by an Employee or their Union for reconsideration under the Dispute Resolution Procedure of this Agreement.