



1. Intent of Policy

To act as an incentive to eliminate unnecessary sick leave. To manage leave while recognising and rewarding staff who have not used sick leave or taken other unplanned leave in a six month period.

2. Scope of Policy

This policy applies to all permanent Council employees who have completed six months service.

Part-time staff will receive a bonus commensurate with their full time equivalence.

3. Definition of FUDGE

F = Fun

U = Unwind

D = De-stress

G = Go easy

E = Exercise

It has been determined that any use of FUDGE Leave will not have any influence on the current Sick Leave Bonus Policy which encourages staff to attend work. Council's Wellbeing Policy has been prepared to assist staff in dealing with the day to day pressures of all things 'Local Government' and it is envisaged that this improvement and positive initiative will assist staff in managing themselves, whilst also being the best they can be at work.

4. Procedures

A bonus will be made available each six months (2 periods per year) to employees who do not take sick leave or other unplanned leave in that six month period.

The revised policy reflects the **2 days "fudge leave" not affecting the bonus every 6 months for a trial period of 6 months.**

The amount of the sick leave bonus funding allocation will be determined each year by Council during its normal budgetary processes.

The bonus provided to each individual will be to the value of \$150 plus FBT per period, i.e. each employee entitled to the bonus will receive the same monetary amount. Part-time staff will receive a bonus commensurate with their full time equivalence.

The bonus is paid via payroll and is taxed, and is no longer paid as a goods or services.

Council staff who are volunteer members of an emergency service organisation will be paid their normal ordinary hours. Emergency Services leave is not counted as taking leave for the purpose of this policy when providing evidence to support the community during extreme threats or incidents. Council encourages safety and the appropriate rest break between being on duty for Emergency Services and return to work, is not to be penalised.

Payment will be made in the second pay period of each year. Approving Authority	Oberon Council
Contact	Human Resources Manager
Approval	Ordinary Meeting – 21 September 2021 Item 13.06, Minute 18 210921
Revision Date	30 July 2023
Issue Date to Staff	September 2021