



WHAT TO INCLUDE IN GROSS ORDINARY WAGES- SECURITY INDUSTRY LSL SCHEME

Include:

- ✚ Gross Ordinary wages
- ✚ Any above/over award payments
- ✚ Weekend work and public holiday penalty rates on normal rostered shifts forming ordinary hours of duty (other than overtime)
- ✚ Annual Leave (where taken as leave)
- ✚ Bereavement Leave
- ✚ Carer's Leave
- ✚ Casual Loading
- ✚ Long Service Leave (where taken as leave and paid by employer)
- ✚ Public Holidays
- ✚ Sick Leave
- ✚ Workers Compensation payments (when made by the employer in first instance and employer is then reimbursed by insurance company)
- ✚ Jury Service
- ✚ Maternity/Paternity Leave paid by employer
- ✚ First Aid Allowance
- ✚ Department of Education Allowance

Exclude:

- ✚ Overtime
- ✚ Leave Loading
- ✚ Leave without pay
- ✚ Lump sum payments for accrued annual leave, sick leave or long service leave paid on termination
- ✚ Payments in Lieu of notice
- ✚ Christmas Bonuses and ex-gratia payments
- ✚ Travel allowance
- ✚ Payments for materials & equipment
- ✚ One-off bonuses
- ✚ Meal allowance
- ✚ Protective clothing allowance
- ✚ Workers compensation payments where they are paid directly paid by the insurance company
- ✚ Redundancy payments
- ✚ Maternity/Paternity Leave paid by the government

Definition of ORDINARY REMUNERATION for all Industries:

Long Service Leave (Portable Schemes) Act 2009 – Dictionary

Ordinary remuneration, for a person, means the amount paid or payable to the person for work, other than any amounts for –

- (a) overtime; or
- (b) expenses incurred by the person; or
- (c) the use of materials, equipment or a motor vehicle provided by the person.