

**REPUBLIC OF NAURU**  
**PUBLIC SERVICE (AMENDMENT) BILL 2018**  
**EXPLANATORY MEMORANDUM**

The *Public Service (Amendment) Bill* is a Bill for the *Public Service (Amendment) Act 2018*.

This memorandum provides an explanation of the Bill and is only intended to indicate the general effect.

**EXPLANATION OF CLAUSES**

**Clause 1** provides that, once enacted, the short title of the Bill will be the *Public Service (Amendment) Act 2018*.

**Clause 2** sets out when the Bill's provisions will commence which is upon certification by the Speaker.

**Clause 3** is the enabling provision for the amendment of the Public Service Act 2016.

**Clause 4** amends section 49 by repealing subsection (3). The current provision allows an employee to take recreation leave after 6 months of continuous service. By repealing this provision, an employee now at the outset can only take recreation leave after completion of 12 months of continuous service.

**Clause 5** amends section 51 inserting a new sub-clause (1A). This new provision requires that an employee may only apply to take leave if, the employee's leave is not less than 5 days at any given time.

**Clause 6** amends section 76 by inserting the word 'permanent' before the word 'employee' where it first appears. This ensures that only permanent employees have the option of leave without pay available to them. Leave without pay is a temporary unpaid status and absence from duty that is granted at the discretion of the Chief Secretary.

**Clause 7** amends section 103 by inserting a new sub-clause (3). This new provision allows the Chief Secretary to authorise the payment of long service leave to dependents of any employee who at the time of his or her death was eligible for long service leave.