

**REPUBLIC OF NAURU**

**PUBLIC SERVICE (AMENDMENT) No. 2 BILL 2020**

**EXPLANATORY MEMORANDUM**

The *Public Service (Amendment) No. 2 Bill 2020* is a Bill for the *Public Service (Amendment) No. 2 Act 2020*.

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) No. 2 Act 2020*.

**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*.

**Clauses 4 and 5** amend Sections 79 and 80 of the Act by clarifying the provisions relating to furlough leave and long service leave.

Clause 4 provides that a public service employee only becomes entitled to long service leave on completion of a continuous period of service of 5 years in the public service.

Clause 5 provides that furlough leave is only given to public service employees who have served for a continuous period of 10 years in the public service. A public service employee may take accrued furlough leave on the approval of the Chief Secretary and the relevant Head of Department.

**Clause 6** is a consequential amendment of Section 80(3) which allows for the encashment of furlough leave. Long service leave is only payable on the expiry of contracts, retirement or resignation of a public service employee. Long service leave can be taken as pre-retirement leave or it can be encashed.