



The HR Perspective

Stockpiling of annual leave can undermine the health of both a business' employees and its bottom line.

With 123 million days and \$33.3 billion of leave stockpiled by Australian employees, the seriousness of the issue cannot be ignored.

Research shows that regardless of size or the nature of a business, annual leave stockpiling is an entrenched workplace issue that needs to be moved up the business agenda.

The impact on employees and employers include:

Impacts on Employers

- Financial liability to the business including potentially unrealised costs as the value of leave increases each year and as employees access stress and sick leave entitlements
- Increases in OHS issues
- A less motivated and productive workforce
- Difficulties retaining skilled staff
- Damage to employer reputation

Impacts for Employee

- Adverse impact on health and well-being
- Potential 'burn-out' / exhaustion
- Possible impact on job satisfaction and absenteeism
- Affects employee commitment and morale
- Risk of job insecurity

Introducing No Leave, No Life

No Leave, No Life provides tools to help employers reduce accrued annual leave in ways that benefit both the employee and the business that employs them.

The No Leave, No Life Employer Toolkit includes a user-friendly three step program to assist employers in developing and implementing strategies to encourage employees to plan and take leave.

Step 1: Analyse the Issue

- Understand the seriousness of the leave stockpiling challenge in Australian workplaces
- Understand the negative effect of leave stockpiling on the wellbeing of employees and the health of the businesses that employ them
- Identify the character profiles of typical leave stockpilers and the 'barriers' that prevent them from taking leave
- Better understand the issue of leave stockpiling in your business

Step 2: Address Management Issues

- Understand the impact of management approaches to employees' decisions about taking leave and the influences that can shape them
- Develop strategies on how to work with your employees to encourage planning and taking leave in Australia

Step 3: Undertake a Successful Program

- Be aware of the factors required to successfully encourage employees to plan and take leave
- Take advantage of the No Leave, No Life communication tools and collateral

Visit noleavenolife.com to access the employer toolkit, information about the benefits of taking a break, Australian travel offers and travel planning tips and tools.

More Information

For further information on the program, please visit noleavenolife.com or email noleavenolife@tourismaustralia.com

