



U.S. Embassy & Consulates Australia

Benefits & Compensation For Locally Employed (LE) Staff

- **Annual Leave:** 160 hours / 4 weeks of annual leave accrued per year.
- **Annual Leave Loading:** 17.5% of four weeks' pay paid at the end of the calendar year (December).
- **Sick Leave:** 91 hours accrued per year (Accrual rate increases with years of service).
- **Holidays:** LE staff receive all U.S. and local public holidays.
- **Flexible work arrangements** and **work from home** opportunities (subject to completion of probation and approval).
- **Maternity Leave:** 42 days of parental leave is available for employees who have completed 12 months of service.
- **Paternal Leave:** 5 days of paternal leave is available for employees who have completed 12 months of service.
- **Long Service Leave:** 65 workdays / 520 hours paid leave after 7 years of service. Employees separating after 5 years of service may receive a pro-rata lump sum.
- **Superannuation:** The U.S. Government contributes 12%.
- **Probation period:** 6 months.
- All LE staff have an obligation to pay taxes which can be withheld from their salary.