

Leave without pay

Entitlement 8.8.51.

Members who have used their AL entitlement may be granted leave without pay (LWOP) at NZDF's discretion. LWOP is not to be granted so as to preserve, obtain or improve release or other benefits, avoid notice of release provisions or extend service beyond scheduled termination date. LWOP may only be taken when AL is exhausted.

Effect on service 8.8.52.

Qualifying service for seniority, Service awards or other purposes excluding leave entitlements will not be affected by periods of LWOP of 91 days or less.

Unless otherwise permitted by the appropriate Service Chief, for any period of LWOP in excess of 91 days, the period beyond 91 days will not count as qualifying service for seniority, rank, Service awards or other purposes. It will not affect honours or award qualification but the qualifying period will be adjusted by the number of days in excess of 91 that have been taken.

For LWOP periods greater than 35 days, AL will not accrue for the entire period of the absence. LWOP periods less than 35 days will not affect AL accrual.

Medical and dental treatment 8.8.53.

Members of the Regular Forces on LWOP in New Zealand continue to be entitled to free medical and dental treatment providing such treatment is arranged through the Service. Members who are unable to request medical or dental treatment through their own unit are to do so through the nearest Service establishment. Failure to use Service facilities or arrangements will preclude entitlement to free medical and dental treatment while on LWOP.

Members of the Regular Forces on LWOP outside New Zealand have no entitlement to medical or dental treatment.

Effect on Return of Service Obligation 8.8.54.

Any period of LWOP, including PNL, during a Return of Service Obligation (ROSO) period is to be added to the ROSO period.

Applying for LWOP 8.8.55.

LWOP periods greater than 35 days must be applied for at least one month prior to the proposed commencement of LWOP.

All LWOP is to be recorded in SAP HCM.
