

CULTURAL AND CEREMONIAL LEAVE

The Employer recognises that the cultural diversity means that some staff may celebrate cultural or religious days of observance which do not coincide with existing public holidays.

A supervisor may require reasonable evidence in support of a request for leave under this clause.

ABORIGINAL AND TORRES STRAIT ISLANDER CULTURAL AND CEREMONIAL LEAVE

Employees who identify as being of Aboriginal or Torres Strait Islander descent shall be entitled to leave without pay up to a maximum of ten working days per calendar year for the purpose of fulfilling cultural and/or ceremonial obligations. Such obligations may be 'traditional' or 'urban' in nature and may include initiation, birthing and naming, funerals in cases where the deceased person is not a member of the employee's immediate family or household as defined in clause 5.1 but is nonetheless significant to the employee, smoking or cleansing and sacred site or land ceremonies, and preparation for and attending community organisation business, National Aboriginal and Islander Day Observation Committee Week functions, or other relevant cultural events.

An employee may elect to use annual leave in lieu of any unpaid leave granted in accordance with the above provision.

Casual employees who identify as being of Aboriginal or Torres Strait Islander descent shall be entitled to up to a maximum of ten days unpaid leave in any twelve-month period for the purpose of fulfilling cultural/ceremonial obligations.

OTHER CULTURAL AND RELIGIOUS LEAVE

An employee who is adherent to and celebrates cultural or religious days of observance shall be entitled 10 days unpaid leave per calendar year for the purpose of fulfilling or observing cultural or religious obligations. Where this involves further time away from work, suitable arrangements could include rescheduling of work commitments or use of annual leave.

TOTAL ENTITLEMENT UNDER THIS CLAUSE

Without increasing either entitlement above, the total combined leave entitlement under clauses 6.1 and 6.2 for any employees who identify as being of Aboriginal or Torres Strait Islander descent will not exceed ten days unpaid leave per calendar year.