

Appendix M – Paid Cultural and Ceremonial Leave (First Nations)

St John proposed new clause

Without Prejudice

St John propose the following new clause Paid Cultural and Ceremonial Leave and relevant amendments to subclause 23.13:

23.13 Leave Without Pay

- a) A written application may be made to St John for leave without pay which may be granted at the discretion of St John.
- b) Leave without pay applications will include consideration of all other applicable leave entitlements.
- c) Leave without pay applications may be applicable for but not limited to:
 - i. Emergency Service Leave (Community Service Leave);
 - ii. Cultural and Ceremonial Leave following exhaustion of the paid leave entitlement under **clause 23.15**;
 - iii. Family and Domestic Violence Leave ~~in accordance with clause 29.15~~ following the exhaustion of the paid leave entitlement under **clause 23.14**; and
 - iv. Transition to Retirement in accordance with clause 31.

23.15 Paid Cultural and Ceremonial Leave (First Nations)

- a) Employees who identify and are recognised as Aboriginal or Torres Strait Islanders are entitled to up to 5 shifts of paid cultural leave per calendar year which can be accessed to participate in any of the following:
 - i. Cultural and ceremonial obligations under Aboriginal and Torres Strait Islands lore, customs or traditional law; and
 - ii. Community cultural events such as NAIDOC Week activities, Reconciliation Week or Coming of the Light festivals.
- b) St John will assess each application for cultural leave on its merits and give consideration to the personal circumstances of the employee seeking the leave.
- c) St John may request reasonable evidence of the legitimate need for the employee to be allowed time off.
- d) Paid cultural leave will not accrue from year to year and will not be paid out on termination.
- e) Leave without pay may be granted in accordance with **clause 23.12**, to any Employee of any cultural identity for the purpose of observing or fulfilling other cultural/ceremonial obligations.