

# Appendix W – Paid Cultural and Ceremonial Leave (First Nations)

St John proposed new clause

Without Prejudice

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**St John propose the following new clause Paid Cultural and Ceremonial Leave and relevant amendments to subclause 27.16:**

## **27.16 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. ~~(Community Service Leave)~~ Emergency Service Leave **(Community Service Leave)**;
  - ii. Cultural and Ceremonial Leave **following exhaustion of the paid leave entitlement under clause 27.19;**
  - iii. Family and Domestic Violence Leave ~~in accordance with clause 27.17 and 27.18~~ **following the exhaustion of the paid leave entitlement under clause 27.18;**
  - iv. Defence Service Leave; and
  - v. Transition to Retirement in accordance with clause 35.

## **27.19 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 27.16**, to any Employee of any cultural identity for the purpose of observing or fulfilling other cultural/ceremonial obligations.