Other Paid Leave

ABORIGINAL AND TORRES STRAIT ISLANDER CULTURAL LEAVE
Indigenous employees are entitled to paid leave up to a maximum of five working days, and unpaid leave up to an additional 10 working days, per calendar year for the purpose of fulfilling ceremonial obligations.

COMMUNITY SERVICE LEAVE
An employee who engages in an eligible community service activity is entitled to be absent from his or her employment for a period of paid or unpaid leave if the period consists of one or more of the following:

• time when the employee engages in the activity;
• reasonable travelling time associated with the activity;
• reasonable rest time immediately following the activity; and
• unless the activity is jury service - the employee’s absence is reasonable in all the circumstances.

Each of the following is an eligible paid community service activity:

• a voluntary emergency management activity; or
• jury service (including attendance for jury selection) that is required by or under a law of the Commonwealth, a State or a Territory; or
• a witness in a civil, criminal or industrial matter; or
• a significant cultural or ceremonial event; or
• a national or international sporting event where the employee is a participant or appointed as a recognised national or international official; or
• defence force training for 10 days being either an annual training camp, or one school or course of instruction.

An employee who has given his or her Supervisor notice of an absence must, as required by the University, provide evidence that would satisfy a reasonable person that the absence is because the employee has been or will be engaging in an eligible community service activity.

If an employee is absent because of this type of leave:

• the University is only required to pay the employee for the first 10 days of absence; and
• the evidence provided need only relate to the first 10 days absence.

OTHER PAID LEAVE
The Vice-Chancellor (or delegate) may approve other paid leave under special circumstances.