

VICTORIA UNIVERSITY (ACADEMIC & GENERAL STAFF) ENTERPRISE BARGAINING AGREEMENT 2005

Clause 58 Aboriginal and Torres Strait Islander Staff Leave

58.1 Staff members who identify and are accepted as members of Aboriginal or Torres Strait Islander communities shall be entitled to paid leave up to a maximum of five working days, and leave without pay up to a maximum of ten working days, per calendar year for the purpose of fulfilling ceremonial obligations. Such obligations may be 'traditional' or 'urban' in nature and may include initiation, birthing and naming, funerals, smoking or cleansing and sacred site or land ceremonies.

58.2 Special paid leave may be approved by the University, up to a maximum of five days per calendar year, for staff members who are members of Aboriginal or Torres Strait Islander communities to prepare for or attend community organisation business, National Aboriginal and Islander Day Observation Committee (NAIDOC) Week functions, or other relevant cultural events.

58.3 A staff member may elect to use recreation leave in lieu of any unpaid leave granted in accordance with sub-clause 58.1.