

# EXTRACT

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## **23. RECOGNITION OF CULTURAL OBLIGATIONS**

- 23.1. The Employer will recognise the established religious and cultural obligations, practices and activities of its Employees.
- 23.2. An Employee may be granted Ceremonial/Cultural Leave where she or he has a ritual obligation to participate in ceremonial activity which requires absence from work. Such leave will also include leave to meet the Employee's customary and traditional law obligations and is not limited to Aborigines and Torres Strait Islanders.
- 23.3. Such leave shall be without pay and for up to 10 days per annum.
- 23.4. Applications for Leave under this clause must be accompanied by documentary evidence of the activity requiring attendance and absence from work.

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