

Senate Community Affairs Legislation Committee

BUDGET ESTIMATES - 29 MAY 2012 ANSWER TO QUESTION ON NOTICE

Human Services Portfolio

Topic: Staff Leave

Question reference number: HS 10

Senator: Scullion

Type of question: Hansard pages 93-94

Date set by the committee for the return of answer: 27 July 2012

Number of pages: 2

Question:

Senator SCULLION: Do you have bereavement leave under the EBA?

Ms Curtis: Yes, we do.

Senator SCULLION: So what is the notional number of days allowed annually for bereavement leave?

Ms Curtis: I will have to refer to the enterprise agreement, which might take me a moment, Senator.

Senator SCULLION: Okay.

Ms Curtis: There are two days of bereavement leave and there is additional bereavement leave of up to one day, which is a total of three days. However, there is also cultural and ceremonial leave, including leave for NAIDOC, Coming of the Light and particular cultural ceremonies related to Aboriginal and Torres Strait Islanders. There are two days per calendar year for ceremonial leave. In relation to cultural and ceremonial leave for Aboriginal and Torres Strait Islanders, there are 10 days over two years. There is also some religious leave as well provided around culture. So it is not just for Indigenous Aboriginal and Torres Strait Islander employees. It does take into account that there are other cultural requirements of our employees.

Senator SCULLION: Would you be able, subject to the normal sensitivity of privacy, to provide me on notice with the number of employees that required those number of days?

Ms Curtis: Yes, we will do that.

Answer:

The table below indicates the number of employees that have taken leave under the compassionate, bereavement, cultural, ceremonial and/or religious leave provisions of the department's Enterprise Agreement for the period 1 July 2011 to 31 May 2012.

Leave type	Total number of employees that have taken this leave type
Bereavement	3,855
Ceremonial	1
Compassionate	641
Cultural	20
Miscellaneous / Special *	12,326
Total	16,843

* Please note: cultural, ceremonial or religious leave has been extracted using the Miscellaneous/Special Leave category. This may be overstated as other definitions may also be captured under this leave type. The department's Human Resources Information System (HRIS) does not currently segregate the leave types cultural, ceremonial or religious. New leave codes to capture ceremonial leave will be placed in HRIS in the coming weeks. Once this is completed, the department will have the ability to report on this leave type. No leave will be backdated under this code.