

Natural Disaster Leave

14.47 Subject to the Principal being satisfied that the absence is unavoidable or justified, Employees are entitled to a maximum of three days' paid natural disaster leave per calendar year in the following circumstances:

- (a) Where flood, cyclonic disturbances, severe storms, bush fires (or any other comparable natural disaster) prevents the Employee from staying at or attending the Employee's normal place of employment;
- (b) One or more of the following circumstances applies:
 - i. Where the Employee is required to return home before the Employee's usual ceasing time to ensure personal safety, the protection of the Employee's family or property, or the availability of transport facilities which may be disrupted or discontinued because of weather or environmental conditions;
 - ii. Where the Employee must, of necessity, remain at home to safeguard the Employee's family or property;
 - iii. Where the Employee must remain at home to clean up, have temporary repairs effected or replace essential belongings where it is necessary to do so for safety reasons or to enable occupation of the Employee's residence; or
 - iv. Where the Employee is away from their usual place of residence and is unavoidably delayed in returning to their place of employment due to disruptions to transport services;
- (c) Where the School is closed or its normal operations are affected because of a health pandemic and the Employee cannot perform work remotely or be otherwise redeployed.

14.48 Natural disaster leave does not accrue and is not payable upon termination.

Paid Emergency Leave

14.49 An Employee who is a member of the state emergency service, voluntary member of a local firefighting unit, member of a Rural Fire Brigade, auxiliary of a fire brigade, honorary ambulance officer or St John Ambulance Volunteer, or any other voluntary emergency management activity is entitled to paid emergency leave as follows:

- (a) Up to three days emergency leave per calendar year where the Employee is called out for emergencies or to fight local fires and the Principal has approved the leave after considering the operational requirements of the School; or
- (b) Emergency leave as required where an emergency situation or state of disaster has been declared pursuant to the *Public Safety Preservation Act 1986* or the *Disaster Management Act 2003*.

14.50 Paid emergency leave is not available for training purposes.

14.51 Paid emergency leave does not accrue and is not payable upon termination.

Unpaid Emergency Leave

14.52 An Employee who is a member of the state emergency service, voluntary member of a local firefighting unit, member of a Rural Fire Brigade, auxiliary of a fire brigade, honorary ambulance officer or St John Ambulance Volunteer or any other voluntary

emergency management activity is entitled to be absent from his or her employment for a period if:

- (a) The period consists of one or more of the following:
 - i. Time when the Employee engages in the activity;
 - ii. Reasonable travelling time associated with the activity;
 - iii. Reasonable rest time immediately following the activity; and
- (b) The Employee's absence is reasonable in all the circumstances.

14.53 An Employee who wants an absence from their employment for unpaid Emergency Leave must notify the School of their intended absence as soon as practicable.

14.54 An Employee must give the School evidence that would satisfy a reasonable person that the absence is because the Employee has been or will be engaging in a voluntary emergency management activity.