

Extract from the Queensland Catholic Schools Collective Agreement 2023-2026

8.11.1 Emergency and Natural Disaster Leave

8.11.1 The parties to this Agreement recognise the importance of keeping schools open wherever possible during times of natural disasters and, should schools need to be closed for a time, to reopen them as soon as possible.

8.11.2 Employees will assist with keeping schools open to support students, families and the community and to provide continuity of teaching/learning as far as is feasible and safe to do so. They will attend work unless prevented by circumstances described in subclause 3 or are otherwise on approved leave. Subject to subclause 3 employees may be asked to assist with preparing for a reopening of a damaged school.

An employee who is prevented from attending the employee's normal place of employment because of floods, cyclonic disturbances, severe storms, or bush fires (or any other comparable natural disaster or emergency) will be granted a maximum of five (5) days per calendar year non-cumulative paid leave in the following circumstances:

- (a) when they have experienced extreme loss or trauma; or
- (b) where the employee must, of necessity, remain at home to safeguard the employee's family or property; or
- (c) where the employee must remain at home to have temporary repairs effected, restore or replace essential belongings, complete necessary clean-up for safety or to enable occupation of residence etcetera; or
- (d) where an employee must remain at home because transport services and facilities are disrupted or discontinued due to weather or flood conditions; or
- (e) where the employee is away from their usual residence and is unavoidably delayed in returning to their place of employment due to identified and specific disruptions to transport services and facilities; or
- (f) 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 and property or because the availability of transport services and facilities may be disrupted or discontinued due to weather or flood conditions.

8.11.4 Access to the leave in subclause 3 will be coordinated by the employer and/or Principal.

8.11.5 The employer and/or Principal will make every effort to clarify contact and communication procedures to be used at times of emergencies.

8.11.6 The employer may consider additional paid leave in exceptional circumstances or where an employee is affected by more than one (1) disaster or emergency in any year.

8.11.7 Leave for attendance at emergencies

(a) An employee who is a member of the State Emergency Service, voluntary member of a local firefighting unit, members of a Rural Fire Brigade, auxiliary of a fire brigade, honorary ambulance officer or St John ambulance volunteer will be granted paid leave when called out for emergencies, to fight local fires or where an emergency situation or state of disaster has been declared under the Public Safety Preservation Act 1986 (Queensland) or the Disaster Management Act 2003 (Queensland).

(b) Paid leave is not available for training purposes, however unpaid leave may be granted at the employer's discretion.