

CIRCULAR 2019-07 | NAIDOC WEEK LEAVE PROVISIONS



Circular Number	2019-07
Issue date:	27 June 2019
Application:	All Victorian Public Service employers
Resources	Victorian Public Service Enterprise Agreement (2016)
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Key points

- NAIDOC Week is an annual celebration across Australia each July to celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.
- National NAIDOC Week is held in the first week (a Sunday to Sunday) of July that incorporates the second Friday, which historically was celebrated as 'National Aboriginal Day'.
- In addition to National NAIDOC week, a range of Victorian-specific NAIDOC events are coordinated by a Victorian NAIDOC Committee, and are often held in the week immediately preceding or following National NAIDOC Week.
- Under the provisions of the Victorian Public Service Enterprise Agreement 2016, Aboriginal and Torres Strait Islander staff covered by this Agreement are entitled to NAIDOC leave, which is specified as follows:

53.1 NAIDOC Week Leave

- a. An Employee of Aboriginal or Torres Strait Islander descent is entitled to one day of paid leave per year to participate in National Aboriginal and Islander Day Observance Committee (NAIDOC) week activities and events.
 - b. NAIDOC week leave will not accrue from year to year and will not be paid out on termination of the employment of the Employee.
- Section 53 does not distinguish between Victorian and National NAIDOC week activities for the purposes of accessing this entitlement.
 - There is no requirement that NAIDOC leave be taken as a single continuous block. Providing that the total leave taken under this leave type does not exceed one day, employees may access this leave to attend NAIDOC events and activities on different days.

Background

Read a copy of the [Victorian Public Service Enterprise Agreement 2016](#).

'NAIDOC' originally stood for 'National Aborigines and Islanders Day Observance Committee'. This committee was once responsible for organising national activities during NAIDOC Week and its acronym has since become the name of the week itself.

Scope

This Circular applies to the Victorian Public Service. Victorian Public Service bodies are encouraged to review their leave policy and procedures to ensure consistency with the provisions of the Victorian Public Service Enterprise Agreement 2016.

Date of application

The Victorian Public Service Enterprise Agreement 2016 came into effect from 18 May 2016.