

16. (4) An employee who is granted leave under this By-law shall not be permitted access to accrued entitlements or any condition of service during leave without pay.

By-law 17 - Leave to Attend Arbitration Business

ENTITLEMENT

17. (1) The Chief Executive Officer may grant leave to an employee required to attend an arbitration proceeding as a member of a claimant organisation on the following conditions:
- (a) leave shall not be granted to more than 2 employees who are representatives of an organisation at the one time in respect of any one such proceeding;
 - (b) leave to conduct a case shall be with full pay;
 - (c) leave for preparation of a case shall be without pay and shall not exceed 3 months in any 12 months.
17. (2) Leave with pay granted under clause (1) (a) and (b) shall count as service for all purposes.
17. (3) Unpaid leave granted under clause (1) (c) shall not count as service but does not break continuity of service for long service leave purposes.

By-law 18 - Miscellaneous Leave

ENTITLEMENT

18. (1) The Chief Executive Officer may grant leave with pay to an employee -
- (a) to allow the employee to donate blood;
 - (b) where the employee who is a member of a volunteer emergency service unit or fire brigade is required to -
 - (i) attend operational exercises conducted by the Northern Territory Emergency Service within the meaning of the Disasters Act, the Bushfires Council or a Regional Committee within the meaning of the Bushfires Act or the auxiliary or volunteer fire brigades within the meaning of the Fire Service Act; or
 - (ii) participate in an emergency operation as a member of one of the organisations referred to in sub-paragraph (i); or

- (c) where the employee engages in community service necessarily rendered following a natural disaster, subject to any limitations imposed by the Chief Executive Officer.
 - (d) for any other purpose approved by the Commissioner.
18. (2) Leave granted under this By-law shall count as service for all purposes.

By-law 19 - Release to Participate in Sporting Events

ENTITLEMENT

19. Where an employee applies for leave to participate in a sporting event the Chief Executive Officer may, at his or her discretion and subject to any limitation imposed, approve recreation leave, leave without pay or grant leave on a make up basis.

By-law 20 - Release for Jury Service

ENTITLEMENT

20. (1) The Chief Executive Officer may release an employee, who produces proof of being summoned as a juror, without deductions from pay or leave credits.
20. (2) An employee who is on paid leave and is summoned as a juror may have a period equal to the time required to attend as juror credited to the employee's leave entitlement.
20. (3) The Chief Executive Officer shall determine the extent of a fee in respect of attendance as a juror that the employee may retain.

By-law 21 - Release to Attend as a Witness

ENTITLEMENT

21. (1) Where an employee is subpoenaed or called as a witness for the Crown to give evidence under a law of the Commonwealth or the Territory, the Chief Executive Officer shall release the employee from duty, without deduction from pay or leave credits, during the period necessary to attend.
21. (1A) Where an employee is subpoenaed to give evidence in relation to his or her duties or former duties in the Northern Territory Public Sector, the Chief Executive Officer shall release the employee from duty and may grant such release without deduction from pay or leave credits during the period necessary to attend.
21. (2) Where an employee is subpoenaed or called as a witness in circumstances other than those referred to in clause (1), the employee shall be granted -
- (a) leave without pay, or
 - (b) recreation leave,
- and any fees or allowances received as a result of the attendance may be retained by the employee.

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