

POL 0006: Emergency Volunteer and Reserve Services Leave

Purpose

To recognise that some staff members are members of Emergency Services and Defence Reserves.

Scope

This Policy applies to all Shire of Esperance employees,

Definitions

N/A

Practice

In recognition of the important voluntary community role performed by staff who are members of Emergency Services and Defence Reserves, Council will allow staff who are registered volunteer members of the Defence Reserve or an emergency service to respond to official emergency situations during normal working hours and where approval has been given in accordance with the current Management Practices. Council will protect staff by ensuring that their normal salary or wages are maintained.

.....End.....

Document Information

Responsible Position	Manager Human Resources
Risk Rating	Low

Referencing Documents

- *Local Government Act 1995*
- *Emergency Management Act 2005 (WA)*
- *Defence Reserve Services (Protection) Act 2001*
- *National Employment Standards (NES)*

Revision History

Date	Version	CM Reference	Reason for Change	Resolution #	Next Review
Dec 2003	1		New policy	O1203-0751	Dec 2005
Sept 2007	2	D12/31			Sept 2009
Oct 2015	3		Biennial review, no change.	O1015-019	Oct 2017
Jun 2018	4	D16/29077	Biennial review, no change.	O0618-022	Jun 2020
Feb 2020	5		No change, laid on table for further discussion	O0220-046	
Apr 2020	6	D16/29077[v2]	Biennial review, no change.	O0420-109	Apr 2022
Nov 2021	7	D16/29077[v3]	Biennial review, no change.	O1121-202	Nov 2023
Nov 2023	8	D16/29077[v4]	Biennial review, no change.	O1123-189	Nov 2025