

Leave Entitlements & Flexible Work Arrangements to Observe Religious Duties - 2009

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Functional Sub group Personnel/Workforce - Leave

Summary Reiterates the Government's commitment in the Year 2009 to accommodate the culturally diverse nature of the public sector workforce.

Replaces Doc. No. Leave Entitlements & Flexible Work Arrangements to Observe Religious Duties - 2008 [GL2008_003]

Author Branch Workplace Relations and Management Branch

Branch contact Workplace Relations & Management 9391 9357

Applies to Area Health Services/Chief Executive Governed Statutory Health Corporation, Board Governed Statutory Health Corporations, Affiliated Health Organisations - Declared, Public Health System Support Division, Community Health Centres, Dental Schools and Clinics, NSW Ambulance Service, NSW Dept of Health, Public Health Units, Public Hospitals

Audience Administration

Distributed to Public Health System, NSW Ambulance Service, NSW Department of Health, Public Health Units, Public Hospitals

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ACCESSING LEAVE ENTITLEMENTS AND FLEXIBLE WORK ARRANGEMENTS TO OBSERVE RELIGIOUS DUTIES - 2009

This Guideline rescinds and replaces Guideline GL2008_003, and applies to all employees of the Department of Health, Health Professional Registration Boards, the Institute of Psychiatry, area health services, statutory health corporations, declared affiliated health organisations, Ambulance Service of New South Wales, or in connection with public health organisations providing corporate and other health support services to those public health organisations.

This Guideline reiterates the Government's commitment in the Year 2009 to accommodate the culturally diverse nature of the public sector workforce.

Chief Executives are asked to distribute the attached list of Days of Religious Significance for Multicultural NSW for the Year 2009 to all managers and supervisors.

Provided adequate notice is given by the employee, managers and supervisors should be sensitive and accommodating with employees wishing to access leave entitlements and flexible working hours arrangements (where they exist) for the purpose of observing religious duties.

Specific enquiries concerning this Guideline are to be directed to the relevant Area Human Resource Department in your Health Service. Only Human Resource personnel from Health Services are to contact the Department direct.

Professor Debora Picone AM
Director-General

**DAYS OF RELIGIOUS SIGNIFICANCE FOR MULTICULTURAL
NEW SOUTH WALES FOR THE YEAR 2009**

JANUARY 2009		
5	Gurpurab - Birth of Guru Gobind Singh	Sikh
6	Epiphany of Our Lord	Christian, Certain Orthodox Christian, inc. Syrian, Greek, Serbian
6	Epiphany	Chaldean and Maronite Catholic
6	Christmas	Armenian Christmas
7	Ashura (10 th of Muharram)	Islam
7	Christmas	Certain Orthodox Christian, inc Russian, Serbian, Coptic
14	Makar Sakranti	Hindu
19	Epiphany	Serbian and Coptic Orthodox
26	Lunar New Year	Buddhist (Chinese, Korean and Vietnamese)
27	St Sava's Day	Serbian
30	Festival and Sadeh of Jashne-E-Sadeh	Zoroastrian
31	Vasant Panchami	Hindu
FEBRUARY 2009		
8	Nirvana Day or Parinirvana Day, the anniversary of Buddha's passing away (Mahayana tradition)	Buddhist
19	St Vartnan's Day	Armenian Christian
23	Lent begins	Coptic Orthodox
23	Maha Shivaratri	Hindu
23	Ash Monday	Maronite Catholic
24	Shrove Tuesday	Western Christian
25	Ash Wednesday (Lent begins)	Western Christian
26	Ayyam-i-ha-begins	Baha'i
MARCH 2009		
1	Ayyam-i-ha ends	Baha'i
2	Baha'i fasting begins	Baha'i
9	Mawlid an Nabi (Prophet Muhammad Birth) 12 of Rabi'ul-Awwal	Islam
11	Holi	Hindu
11	Magha Puja or Sangha Day (Theravada tradition)	Buddhist
17	St Patrick's Day	Western Christian
20	Baha'i fasting ends	Baha'i
21	Nowruz (New Year)	Baha'i, Zoroastrian
25	Annunciation of the Blessed Virgin Mary	Western Christian & Orthodox Christian
27	Hindu New Year	Hindu
27-3 April	Ramayana Week	Hindu

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APRIL 2009		
3	Ramanavami	Hindu
5	Palm Sunday	Western Christian
6	Eastern Orthodox Easter	Certain Orthodox Christian including Russian
7	The Annunciation Feast	Coptic Orthodox
9	Hanuman Jayanti	Hindu
9-12	New Year	Buddhist (Thailand, Burma, Sri Lanka, Cambodia, Laos)
9	Holy Thursday	Western Christian, Maronite Catholic
9	Passover I	Jewish
10	Passover II	Jewish
10	Last Friday of Lent	Orthodox Christian
10	Good Friday	Western & Armenian Christian, Maronite Catholic
11	Easter Saturday	Western & Armenian Christian, Maronite Catholic
12	Easter Sunday	Western & Armenian Christian, Maronite Catholic
12	Palm Sunday	Orthodox Christian
13	Easter Monday	Western & Armenian Christian, Maronite Catholic
14	Vaisakhi, Khalsa Day	Sikh
15	Passover VII	Jewish
16	Passover VIII (Yizkor)	Jewish
16	Holy Thursday	Orthodox Christian
17	Good Friday	Orthodox Christian
18	Easter Saturday	Orthodox Christian
19	Easter Sunday	Orthodox Christian
20	Easter Monday	Orthodox Christian
21	First day of Ridvan	Baha'i
29	Ninth day of Ridvan	Baha'i
MAY 2009		
2	Twelfth day of Ridvan	Baha'i
8	Buddha Purnima	Hindu
9	Vesak Day (Visakha Puja)	Buddhist
23	Declaration of the Bab	Baha'i
24	Ascension of the Lord	Western Christian
28	Ascension of the Lord	Coptic Orthodox
29	Ascension of Baha'u'llah	Baha'i
29	Shavuot I	Jewish
30	Shavuot II (Yizkor)	Jewish
31	Pentecost (Whit Sunday)	Western Christian

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JUNE 2009		
1	Whit Monday	Western Christian
7	Lord Buddha's birth, enlightenment and passing away, or Parinirvana	Buddhist (Tibetan)
7	Trinity Sunday	Western Christian
7	Pentecost	Coptic Christian
14	All Saints	Orthodox Christian
14	The Body and Blood of Christ	Western Christian
16	Orthodox Whit Monday	Orthodox Christian
16	Martyrdom Day of Guru Arjan Dev	Sikh
30 or 1 July	Festival of Tirgan or Jashn-E Tirgan	Zoroastrian
JULY 2009		
July – Sept	District Convention of Jehovah's Witnesses	Jehovah's Witness
7	Guru Purnima	Hindu
8	Asalha Puja or Dhamma Day	Buddhist (Theravada)
9	Martyrdom of the Bab	Baha'i
13	Ulambana or Obon	Buddhist (Mahayana)
20	Night of Al Mi'raj (27 of Rjab)	Islam
25	Sangha Day	Buddhist (Tibetan and Mahayana)
AUGUST 2009		
5	Raksha Bandhan	Hindu
6	Transfiguration	Chaldean Catholic
7	Night of 15 th of Sha'aban	Islam
14	Krishna Janmanshtami	Hindu
15	Assumption of the Blessed Virgin Mary	Western Christian and Maronite Catholic
15	Dormition of the Theotokos	Greek Orthodox
19	Transfiguration of Christ	Coptic Orthodox
22	Assumption of St Mary's body	Coptic Orthodox
22	Ramadan begins	Islam
23	Ganesh Chaturthi	Hindu
SEPTEMBER 2009		
5-8	Pitr-paksha	Hindu
11	Nayrouz	Coptic Orthodox
17	Night of Al-Qadr (27 of Ramadan)	Islam
19-27	Navaratri	Hindu
19	Rosh Hashanah I	Jewish
20	Rosh Hashanah II	Jewish
21	Eid Al-Fitr (Ramadan ends)	Islam
25-26	Saraswati Puja	Hindu
28	Yom Kippur (Yizkor)	Jewish
28	Vijay Dashami (Dasera)	Hindu

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OCTOBER 2009		
1 or 2	Festival of Mehregan of Jashn-E Mehregan	Zoroastrian
3	Sukkot I	Jewish
4	Sukkot II	Jewish
4	Pavarana Day	Buddhist (Theravada)
10	St Translator's Day	Armenian Christian
10	Shemini Atzeret (Yizkor)	Jewish
11	Simchat Torah	Jewish
17	Deepavali	Hindu
18	Vikram New Year 2066	Hindu
20	Birth of the Bab	Baha'i
20	Gurugaddi Day of Guru Granth	Sikh
NOVEMBER 2009		
1	All Saint's Day	Catholic Christian
2	All Souls Day	Catholic Christian
2	Birth Day of Guru Nanak Dev	Sikh
12	Birth of Baha'u'llah	Baha'i
24	Martyrdom Day of Guru Teg Bahadur	Sikh
25	Advert begins	Coptic Orthodox
26	Day of Arfat – Hajj pilgrimage (9 th of Dhul-Hijjah)	Islam
26	Day of the Covenant	Baha'i
28	St Tadeos and Bartholomew Day	Armenian Christian
28	Eid Al Adha (10 th of Dhul-Hajjah)	Islam
28	Ascension of Abu'l Baha	Baha'i
29	Advent begins	Western Christian
DECEMBER 2009		
18	Islamic New Year	Islam
25	Christmas	Christian, Orthodox Christian, Maronite Catholic
27	Ashura (10 th of Muharram)	Islam

Note: the Islamic days may adjust one or two days either side of the dates above subject to the lunar cycle; the Jewish days commence at sunset the previous day.