



Public Holidays over the Christmas and New Year Period

How do Public Holidays work over the Christmas/New Year period?

There has been much confusion over the application of Public Holidays and which days attract public holiday penalty rates due to the Public Holidays falling on a weekend. States and Territories have addressed the issue in varying ways.

To assist members who may have operations over more than one jurisdiction, following is a summary of the different approaches by the States and Territories regarding public holidays:

NSW and QLD

- Saturday 25 December and Saturday 1 January are public holidays
- Substitute holiday for Boxing Day on Monday 27 December
- Additional holiday for Christmas Day on Tuesday 28 December
- Additional holiday for New Year's Day on Monday 3 January.

VIC

- Sunday 26 December and Saturday 1 January are public holidays
- Substitute holiday for Christmas Day on Monday 27 December
- Additional holiday for Boxing Day on Tuesday 28 December
- Additional holiday for New Year's Day on Monday 3 January.

SA

- Sunday 26 December is a public holiday
- Substitute holiday for Christmas Day on Monday 27 December
- Additional holiday for Proclamation Day on Tuesday 28 December
- Substitute holiday for New Year's Day on Monday 3 January.

WA

- Saturday 25 December, Sunday 26 December and Saturday 1 January are public holidays
- Additional holiday for Christmas Day on Monday 27 December
- Additional holiday for Boxing Day on Tuesday 28 December
- Additional holiday for New Year's Day on Monday 3 January.

TAS, ACT and NT

- Substitute holiday for Christmas Day on Monday 27 December
- Substitute holiday for Boxing Day on Tuesday 28 December
- Substitute holiday for New Year's Day on Monday 3 January.

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Additional Holiday

Where a day is declared an additional holiday, work on both the public holiday and the additional holiday attract holiday penalty rates e.g. Tuesday 28 December is an additional holiday in NSW so work on both Christmas Day and 28 December attract holiday penalty rates.

Transferred (Substituted) Holidays

Where another date is substituted for a holiday then work on the substituted date attracts holiday penalties while the original date attracts appropriate rates for that day, e.g. in NSW, work on Sunday 26 December will attract normal Sunday rates and the holiday penalty rates apply to Monday 27 December.

HAVE A SAFE AND HAPPY CHRISTMAS AND NEW YEAR FROM ALL OF US AT INDIGO FIELD IR!

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