



# Public Holidays over the Christmas Period 2016/2017

Dear Member,

This year, Christmas Day and New Year's Day fall on a weekend. Where this occurs, some state laws provide for an additional day, whilst others substitute the public holiday for an alternative weekday.

It is important you are familiar with the relevant law in your state or territory to ensure employees are paid correctly.

## Absence on a public holiday

Under the National Employment Standards, all employees are entitled to be absent from their employment on a public holiday.

However, if the employer makes a reasonable request for the employee to work, the employee must do so unless they have reasonable grounds to refuse.

## Payment on public holidays

Full-time, part-time and weekly employees are entitled to receive a paid day off on a public holiday, unless the public holiday falls on a day on which they have no scheduled ordinary hours.

Casual employees are not entitled to receive payment if they are absent from work on a public holiday.

## LPA Closedown

The LPA Office will be closed from COB Thursday 22 December 2016 and will re-open on Tuesday 3 January 2017.

**Please note the following public holidays for the Christmas/New Year break:**

### **NSW**

- Christmas Day – Sunday 25 Dec 2016
- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (additional day)
- New Year's Day – Sunday 1 Jan 2017
- Day after New Year's Day – Monday 2 Jan 2017 (additional day)

### **SA**

- Christmas Eve (part-day) – Saturday 24 Dec 2016, (7pm – Midnight)
- Christmas Day – Sunday 25 Dec 2016
- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (additional day)
- New Year's Eve (part-day) – Saturday 31 Dec 2016 (7pm – Midnight)

- New Year's Day – Sunday 1 Jan 2017
- Day after New Year's Day – Monday 2 Jan 2017 (additional day)

#### **ACT**

- Christmas Day – Sunday 25 Dec 2016
- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (additional day)
- New Year's Day – Sunday 1 Jan 2017
- Day after New Year's Day – Monday 2 Jan 2017 (additional day)

#### **NT**

- Christmas Day – Sunday 25 Dec 2016
- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (additional day)
- Day after New Year's Day – Monday 2 Jan 2017 (substitute day as New Year's Day falls on a Sunday)

#### **Qld**

- Christmas Day – Sunday 25 Dec 2016
- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (additional day)
- New Year's Day – Sunday 1 Jan 2017
- Day after New Year's Day – Monday 2 Jan 2017 (additional day)

#### **WA**

- Christmas Day – Sunday 25 Dec 2016
- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (additional day)
- New Year's Day – Sunday 1 Jan 2017
- Day after New Year's Day – Monday 2 Jan 2017 (additional day)

#### **Tas**

- Christmas Day – Sunday 25 Dec 2016
- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (additional day)
- New Year's Day – Sunday 1 Jan 2017
- Day after New Year's Day – Monday 2 Jan 2017 (additional day)

#### **Vic**

- Boxing Day – Monday 26 Dec 2016
- Day after Boxing Day – Tuesday 27 Dec 2016 (substitute day as Christmas falls on a Sunday)
- New Year's Day – Sunday 1 Jan 2017
- Day after New Year's Day – Monday 2 Jan 2017 (additional day)

**N.B. In Victoria, 25 December is not a public holiday as it falls on a Sunday. Therefore, only standard Sunday rates apply.**

As at 17 November, the Andrews Government has declined to appoint an additional day to bring Victoria in line with the other states and territories. If this situation changes, LPA will inform members.

**Should you have further queries regarding any of the above, please contact [René Spoors](#) on (03) 8614 2000**



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