



Public Holidays and Trading Restrictions: Easter and ANZAC Day 2018

Dear Member,

The National Employment Standards ("NES") prescribe Good Friday, Easter Monday and ANZAC Day as national public holidays:

- **Good Friday –30 March 2018**
- **Easter Monday – 2 April 2018**
- **Anzac Day – Wednesday 25 April 2018**

Certain states and territories have **legislated additional public holidays** over the Easter period. As public holidays will often require the payment of penalty rates, it is important to be aware which apply.

A summary of all public holidays falling in March/April is outlined below:

New South Wales

- Good Friday 30 March 2018
- Easter Saturday 31 March 2018
- Easter Sunday 1 April 2018
- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

South Australia

- Good Friday 30 March 2018
- Easter Saturday 31 March 2018
- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

Northern Territory

- Good Friday 30 March 2018
- Easter Saturday 31 March 2018
- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

Queensland

- Good Friday 30 March 2018
- Easter Saturday 31 March 2018
- Easter Sunday 1 April 2018
- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

Western Australia

- Good Friday 30 March 2018
- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

Tasmania

- Good Friday 30 March 2018

- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

Australian Capital Territory

- Good Friday 30 March 2018
- Easter Saturday 31 March 2018
- Easter Sunday 1 April 2018
- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

Victoria

- Good Friday 30 March 2018
- Easter Saturday 31 March 2018
- Easter Sunday 1 April 2018
- Easter Monday 2 April 2018
- Wednesday 25 April 2018 (Anzac Day)

PLEASE NOTE: Enterprise agreements may provide for certain days to be treated as public holidays even if they are not legislated as such in a particular state or territory.

For example, the Performers' Collective Agreement requires Easter Saturday to be treated as a public holiday, even though this day is not recognised as a public holiday in certain states.

Easter Tuesday 3 April 2018 is a statutory Public Holiday that applies to **only certain Tasmanian employers**. Therefore, those employees whose award or agreement have traditionally provided for a Public Holiday on Easter Tuesday will continue to be entitled to this Public Holiday. However, all other employees in Tasmania are not entitled to a Public Holiday on Easter Tuesday.

For further information on this point, please contact LPA.

ABSENCE ON PUBLIC HOLIDAYS

The NES entitle employees 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

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

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.

However, some awards or enterprise agreements create exceptions to this general rule, by requiring an additional day's pay where a public holiday falls on a rostered day off.

Work done by employees on public holidays will usually attract penalty rates. Refer to the relevant award or enterprise agreement to confirm any additional amounts payable.

ANZAC DAY – WEDNESDAY 25 APRIL 2018 - TRADING/OPERATING RESTRICTIONS

Each State and Territory has different rules regarding opening hours for cinemas, theatres and other entertainment on Anzac Day. The following rules should be observed:

New South Wales

- No restrictions apply to cinemas and entertainment venues/theatres, but usual practice should be observed.

South Australia

- A "public sporting or entertainment event" cannot commence before midday on Anzac Day, without written authorisation from the Minister.

Northern Territory/Australian Capital Territory

- No restrictions apply, but usual practice should be observed.

Queensland

- A 'place of public amusement' (including a cinema, theatre or circus) cannot open until 1:30pm on Anzac Day without written authorisation from the Minister.

Western Australia

- No formal restrictions apply to cinemas and entertainment venues/theatres on Anzac Day, but usual practice should be observed.
- LPA has been granted an industry-wide exemption for Independent Cinemas from the Sunday Entertainments Act 1979 (WA) to allow the showing of motion pictures from 12 noon - midnight on Good Friday.

Tasmania

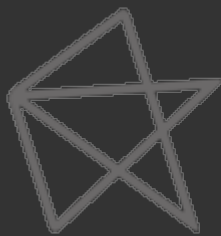
- Exhibition of film or theatre cannot commence before 12:30pm on Anzac Day.

Victoria

- Exhibition of any film or the provision of entertainment must not commence before 1:00pm on Anzac Day, without written authorisation from the Minister.

N.B. Where Anzac Day restrictions apply, it is permissible to engage employees before these times as long as you are not "open to the public".

If you require clarification on any of the above, please contact **David Hamilton** at dhamilton@liveperformance.com.au or phone (03) 8614 2000.



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[Live Performance Australia](#)

Level 1, 15-17 Queen Street
Melbourne, VIC 3000
Australia

Ph: +61 3 8614 2000

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ABN 43 095 907 857

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