



# 2018 CHRISTMAS PUBLIC HOLIDAY PAY GUIDE

## REGISTERED PSYCHIATRIC NURSES AND PSYCHIATRIC ENROLLED NURSES

Information brought to you by the Health and Community Services Union as per the 2016 - 2020 Victorian Public Mental Health EBA

DATE	ROSTERED ON		ROSTERED OFF	
	FULL TIME	CASUAL	FULL TIME	PART TIME
Monday December 24 Christmas Eve NO PUBLIC HOLIDAY	<p><b>STANDARD WEEKDAY RATES FOR DAY SHIFT</b></p> <p><b>NIGHT SHIFT:</b> 2 Times base rate (200%) Where the shift finishes on the following Christmas public holiday, public holiday penalty payment to applies for the entire shift worked</p> <p>Clause 88.8</p>	<p><b>STANDARD CASUAL WEEKDAY RATES FOR DAY SHIFT</b></p> <p><b>NIGHT SHIFT - 2 - 250% of base rate (double time and a half, includes 25% of base rate for casual loading)</b></p> <p>Clause 88.5b</p>	<p><b>NIGHT SHIFT:</b> 1 days ordinary pay</p> <p>88.8c</p>	<p><b>NIGHT SHIFT:</b> Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours</p> <p>Clause 88.9</p>
Tuesday December 25 Christmas Day Public Holiday	<p><b>DAY SHIFT AND NIGHT SHIFT:</b> 200% of base rate for the time worked (double time)</p> <p>Clause 88.5a</p>	<p><b>DAY AND NIGHT SHIFT - 250% of base rate (double time and a half, includes 25% of base rate for casual loading)</b></p> <p>Clause 88.5b</p>	<p><b>DAY AND NIGHT SHIFT:</b> 1 Days ordinary pay</p> <p>Clause 88.7</p>	<p><b>DAY AND NIGHT SHIFT:</b> Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours</p> <p>Clause 88.9</p>
Wednesday December 26 Boxing Day Public Holiday	<p><b>DAY SHIFT:</b> 200% of base rate for the time worked (double time)</p> <p><b>NIGHT SHIFT:</b> No penalties as the night shift finishes on a regular working day.</p>	<p><b>DAY SHIFT - 250% of base rate (double time and a half, includes 25% of base rate for casual loading)</b></p> <p><b>NIGHT SHIFT:</b> No penalties as the night shift finishes on a regular working day.</p>	<p><b>DAY SHIFT:</b> 1 Days ordinary pay</p> <p>Clause 88.7</p> <p><b>NIGHT SHIFT:</b> No penalty</p>	<p><b>DAY SHIFT:</b> Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours</p> <p>Clause 88.9</p> <p><b>NIGHT SHIFT:</b> No penalty</p>
Monday December 31st New Years Eve NO PUBLIC HOLIDAY	<p><b>STANDARD WEEKDAY RATES FOR DAY SHIFT</b></p> <p><b>NIGHT SHIFT:</b> 200% of base rate where the shift finishes on the following New Years public holiday, public holiday penalty payment to applies for the entire shift worked</p> <p>Clause 88.8</p>	<p><b>STANDARD CASUAL WEEKDAY RATES FOR DAY SHIFT</b></p> <p><b>NIGHT SHIFT - - 250% of base rate (double time and a half, includes 25% of base rate for casual loading)</b></p> <p>Clause 88.5b</p>	<p><b>NIGHT SHIFT:</b> 1 days ordinary pay</p> <p>88.8c</p>	<p><b>NIGHT SHIFT:</b> Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours</p> <p>Clause 88.9</p>
Tuesday January 1st New Years Day Public Holiday	<p><b>DAY SHIFT:</b> 200% of base rate for the time worked (double time)</p> <p><b>NIGHT SHIFT:</b> No penalties as the night shift finishes on a regular working day.</p>	<p><b>DAY SHIFT - 250% of base rate (double time and a half, includes 25% of base rate for casual loading)</b></p> <p><b>NIGHT SHIFT:</b> No penalties as the night shift finishes on a regular working day.</p>	<p><b>DAY SHIFT:</b> 1 Days ordinary pay</p> <p>Clause 88.7</p> <p><b>NIGHT SHIFT:</b> No penalty</p>	<p><b>DAY SHIFT:</b> Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours</p> <p>Clause 88.9</p> <p><b>NIGHT SHIFT:</b> No penalty</p>

Community team employees whose workplace is closed will receive 1 day's ordinary pay for each public holiday

Employees who receive commuted allowance will not receive any additional public holiday penalties