



2018 CHRISTMAS PUBLIC HOLIDAY PAY GUIDE

PSYCHIATRIC SERVICES OFFICERS

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	STANDARD WEEKDAY RATES FOR DAY SHIFT NIGHT SHIFT: 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 Clause 88.8(a)	STANDARD CASUAL WEEKDAY RATES FOR DAY SHIFT NIGHT SHIFT - 250% of base rate (double time and a half, includes 25% of base rate for casual loading) Clause 88.5(b)	NIGHT SHIFT: 1 days ordinary pay Clause 88.8(c)	NIGHT SHIFT: Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours Clause 88.9
Tuesday December 25 Christmas Day Public Holiday	DAY SHIFT AND NIGHT SHIFT: 200% of base rate for the time worked (double time) Clause 88.8(a)	DAY AND NIGHT SHIFT - 250% of base rate (double time and a half, includes 0.25% of base rate for casual loading) Clause 88.5(b)	DAY AND NIGHT SHIFT: 1 Days ordinary pay Clause 88.7	DAY AND NIGHT SHIFT: Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours Clause 88.9
Wednesday December 26 Boxing Day Public Holiday	DAY SHIFT: 200% of base rate for the time worked (double time) NIGHT SHIFT: No penalties as the night shift finishes on a regular working day. Clause 88.5(a) + 88.8(a)	DAY SHIFT - 250% of base rate (double time and a half, includes 25% of base rate for casual loading) NIGHT SHIFT: No penalties as the night shift finishes on a regular working day.	DAY SHIFT: 1 Days ordinary pay Clause 88.7 NIGHT SHIFT: No penalty	DAY SHIFT: Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours Clause 88.9 NIGHT SHIFT: No penalty
Monday December 31st New Years Eve NO PUBLIC HOLIDAY	STANDARD WEEKDAY RATES FOR DAY SHIFT NIGHT SHIFT: 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 Clause 88.8	STANDARD CASUAL WEEKDAY RATES FOR DAY SHIFT NIGHT SHIFT - 250% of base rate (double time and a half, includes 25% of base rate for casual loading) Clause 88.5(b)	NIGHT SHIFT: 1 days ordinary pay Clause 88.8(c)	NIGHT SHIFT: Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours Clause 88.9
Tuesday January 1st New Years Day Public Holiday	DAY SHIFT: 200% of base rate for the time worked (double time) NIGHT SHIFT: No penalties as the night shift finishes on a regular working day.	DAY SHIFT - 250% of base rate (double time and a half, includes 25% of base rate for casual loading) NIGHT SHIFT: No penalties as the night shift finishes on a regular working day.	DAY SHIFT: 1 Days ordinary pay Clause 88.7 NIGHT SHIFT: No penalty	DAY SHIFT: Pro-rata Payment as per following example: 24 /38 x 8 hours(or usual shift length) = 5.05 hours Clause 88.9 NIGHT SHIFT: No penalty

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