

2018 CHRISTMAS PUBLIC HOLIDAY PAY GUIDE

ALLIED SERVICES, ADMINISTRATION, MANAGERS, PSYCHOLOGISTS AND MENTAL HEALTH PROFESSIONALS.

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



The following penalties apply on Christmas Day, Boxing Day and New Years Day

ROSTERED ON

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Discipline	FULL TIME	CASUAL	FULL TIME	PART TIME
Mental Health Professionals: OT's Social Workers	200% pay OR 1 days ordinary pay, and within 4 weeks, the employee may choose one the following; <ul style="list-style-type: none"> one day additional pay, take one day as time in lieu, have one day added to your annual leave balance. Clause 132.4a and 132.6	200% of base rate (double time, includes casual loading) Clause 132.4	1.5 days ordinary pay, OR the employee may choose one the following; <ul style="list-style-type: none"> take one and a half days as time in lieu within 4 weeks, have one and a half days added to your annual leave balance. Clause 132.5	If you have worked either Christmas Day or New Years Day, or both, you are entitled to 1 days ordinary pay, OR you may choose one the following; <ul style="list-style-type: none"> take one day as time in lieu within 4 weeks, have one day added to your annual leave balance.
Managers and Administration Officers	250% (double time and a half ordinary pay) or you can choose one of the following; <ul style="list-style-type: none"> an additional 1 days ordinary pay within 4 weeks 1.5 days as TIL within 4 weeks 1.5 days added to annual leave balance Clause 228.5 *excluding RCH*	175% for all work done Clause 23.3e	1 days ordinary pay, OR the employee may choose one the following; <ul style="list-style-type: none"> take one day as time in lieu within 4 weeks, have one day added to your annual leave balance. Clause 228.5d	If you have worked either Christmas Day or New Years Day, or both, you are entitled to 1 days ordinary pay, OR you may choose one the following; <ul style="list-style-type: none"> take one day as time in lieu within 4 weeks, have one day added to your annual leave balance. Clause 228.9
ALLIED SERVICES	250% ordinary pay (double time and a half) OR <ul style="list-style-type: none"> 1.5 days as TIL within 4 weeks 1.5 days added as annual leave Clause 184.6	175% for the entirety of the shift Clause 23.3e	1.5 days ordinary pay or the employee may choose on of the following; <ul style="list-style-type: none"> 1.5 days as time in lieu to be used within 4 weeks, 1.5 days added to annual leave. Clause 184.6d	If you have worked either Christmas Day or New Years Day you are entitled to 1 days ordinary pay, OR the employee may choose one the following; <ul style="list-style-type: none"> take one day as time in lieu within 4 weeks, have one day added to your annual leave balance. Clause 184.10
PSYCHOLOGISTS	200% of base rate for the time worked (double time) OR 100% pay plus 1 day as TIL within 4 weeks Clause 76.5 (a)	250% of base rate (double time and a half, including 25% of base rate for casual loading; minimum shift length 4 hrs) Clause 76.5 (d)	1 Days ordinary pay Clause 76.1	Pro-rata Payment as per following example: $24 / 38 \times 8$ hours (or usual shift length) = 5.05 hours Clause 76.3

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