



2021-22 HOLIDAY SEASON PUBLIC HOLIDAY PAY GUIDE

DHHS & EX-DHHS TRANSFERRED SERVICES (MELBA, LIFE WITHOUT BARRIERS, HOME@SCOPE, POSSABILITY AND ARUMA)

As per the Disability Services Enterprise Agreement Victoria 2018-2022

| DATE | TOTAL PAY RATES | IMPORTANT NOTES |
|---|-------------------------------|---|
| Friday December 24 Christmas Eve NO PUBLIC HOLIDAY | Ordinary weekday rates | Active nights: Shifts commencing 24/12 will incur public holiday penalty rates for the entire shift at 300%, as per clause 29.6(b), as the majority of the shift is worked on the public holiday. Sleepover shifts: Based on worked hours (not including sleepover component). If majority of worked hours are on 24/12, then shift allowances for 24/12 apply. If majority of worked hours are on 25/12, then shift allowances for 25/12 apply. |
| Saturday December 25 Christmas Day | 300% (triple time) | Public holiday: Time worked will incur an additional 150% <u>OR</u> 50% + time in lieu if elected by the employee Christmas Day: Time worked on 25/12 incurs an additional 50% on top of normal public holiday rates |
| Sunday December 26 Boxing Day | 250% (double time and a half) | Public holiday: Time worked will incur an additional 150% <u>OR</u> 50% + time in lieu if elected by the employee Active nights: Shifts commencing 26/12 will attract penalty rates; both 26/12 and 27/12 are public holidays. |
| Monday December 27 Additional public holiday for Christmas | 250% (double time and a half) | Public holiday: Time worked will incur an additional 150% <u>OR</u> 50% + time in lieu if elected by the employee Active nights: Shifts commencing 27/12 will attract penalty rates; both 27/12 and 28/12 are public holidays. |
| Tuesday December 28 Additional public holiday for Boxing Day | 250% (Double time and a half) | Public holiday: Time worked will incur an additional 150% <u>OR</u> 50% + time in lieu if elected by the employee Active nights: Shifts commencing 28/12 will only attract penalty rates if the majority of the shift occurs on 28/12. If the majority of the shift falls on 29/12, they will attract ordinary weekday rates. |
| Friday December 31 New Year's Eve NO PUBLIC HOLIDAY | Ordinary weekday rates | Sleepovers and active nights: Shifts beginning on 31/12 and finishing on 1/01 will incur public holiday penalty rates of 250% for all hours worked, in addition to the 18% sleepover allowance |
| Saturday January 1 New Year's Day | 250% (double time and a half) | Public holiday: Time worked will incur an additional 150% <u>OR</u> 50% + time in lieu if elected by the employee Active nights: Shifts commencing 1/01 will attract penalty rates if the majority of the shift occurs on 1/01. If the majority of the shift falls on 2/01, the shift will attract Sunday penalty rates only. |
| Monday January 3 Additional public holiday for New Year's Day | 250% (double time and a half) | Public holiday: Time worked will incur an additional 150% <u>OR</u> 50% + time in lieu if elected by the employee Active nights: Shifts commencing 3/01 will attract penalty rates, if the majority of the shift occurs on 3/01. If the majority of the shift falls on 4/01, the shift will attract ordinary weekday rates. |

Note (Clause 38.6):

an Employee, other than a casual Employee, who works on Christmas Day and/or Boxing Day and/or New Year's Day, shall be paid at the appropriate holiday rate per clause 29.5; and (ii) if such an Employee also works on the substitute day or days, he or she shall be paid at the **normal rate of work of this day or these days**.
If the Employee works on the substituted day and not the declared public holiday, the Employee shall receive Agreement public holiday entitlements for working the substituted day.