



HACSU

Health & Community
Services Union

2021-22 HOLIDAY SEASON PUBLIC HOLIDAY PAY GUIDE

NURSING STAFF AND PSYCHIATRIC SERVICES OFFICERS

As per the 2016 - 2020 Victorian Public Mental Health EBA

DATE	ROSTERED ON		ROSTERED OFF	
	FULL TIME	CASUAL	FULL TIME	PART TIME
Friday December 24 Christmas Eve NO PUBLIC HOLIDAY	DAY SHIFT: Standard rates NIGHT SHIFT: 250%	DAY SHIFT: Standard rates NIGHT SHIFT: 250%	NIGHT SHIFT: 1 days ordinary pay	NIGHT SHIFT: Pro rata payment as per clause 88.9
Saturday December 25 Christmas Day	DAY & NIGHT SHIFT: 250%	DAY & NIGHT SHIFT: 312.5%	DAY & NIGHT SHIFT: 1 days ordinary pay	DAY & NIGHT SHIFT: Pro rata payment as per clause 88.9
Sunday December 26 Boxing Day	DAY SHIFT: 250%	DAY SHIFT: 312.5%	DAY & NIGHT SHIFT: 1 days ordinary pay	DAY SHIFT: Pro rata payment as per clause 88.9
Monday December 27 Additional public holiday for Christmas*	DAY & NIGHT SHIFT: 250% if working 27/12 and not 25/12 (see Note 2).	DAY & NIGHT SHIFT: 312.5% if working 27/12 and not 25/12 (see Note 2)	DAY SHIFT: 1 days ordinary pay (as per clause 88.7, payment will be made for either 25/12 or additional holiday on 27/12)	Pro rata payment as per clause 88.9 (pro rata payment will be made for either 25/12 or additional holiday on 27/12)
Tuesday December 28 Additional public holiday for Boxing Day*	DAY SHIFT: 200% if working 28/12 and not 26/12 (see Note 2).	DAY SHIFT: 200% if working 28/12 and not 26/12 (see Note 2).	DAY SHIFT: 1 days ordinary pay (as per clause 88.7, payment will be made for either 26/12 or additional holiday on the 28/12)	Pro rata payment as per clause 88.9 (pro rata payment will be made for either 26/12 or additional holiday on the 28/12)
Friday December 31 New Year's Eve NO PUBLIC HOLIDAY	DAY SHIFT: Standard rates NIGHT SHIFT: 250%	DAY SHIFT: Standard rates NIGHT SHIFT: 250%	NIGHT SHIFT: 1 days ordinary pay	NIGHT SHIFT: Pro rata payment as per clause 88.9
Saturday January 1 New Year's Day	DAY SHIFT: 200%	DAY SHIFT: 312.5%	DAY SHIFT: 1 days ordinary pay	Pro rata payment as per clause 88.9
Monday January 3 Additional public holiday for New Year's Day*	DAY SHIFT: 200% if working 03/01 and not 01/01 (see Note 2).	DAY SHIFT: 250% if working 03/01 and not 01/01 (see Note 2).	DAY SHIFT: 1 days ordinary pay (as per clause 88.7, payment will be made for either 01/01 or additional holiday on the 03/01)	DAY SHIFT: Pro rata payment as per clause 88.9 (pro rata payment will be made for either 01/01 or additional holiday on the 03/01)

NOTE 1: Commuted Allowance: Employees in receipt of Commuted Allowance will not receive additional public holiday penalties

***NOTE 2: Additional public holidays:** When a public holiday falls on a weekend, penalty rates cannot be claimed for both the public holiday and the additional public holiday (e.g. cannot claim for 25/12 Christmas and 27/12 additional public holiday for Christmas) . Staff who work both days will only be paid public holiday rates on one of the days.