



2011 THA HOTELS - Bulletin 9

4 March 2011

EASTER PUBLIC HOLIDAYS:

GOOD FRIDAY (FRIDAY 22 APRIL)
EASTER MONDAY (MONDAY 25 APRIL)
ANZAC DAY (MONDAY 25 APRIL)

Good Friday 22 April 2011 is a public holiday for Tasmania

Easter Monday 25 April 2011 a public holiday for Tasmania

Anzac Day 25 April 2011 is a public holiday for Tasmania

**NB There is NO substitute public holiday for Anzac Day
this year despite it coinciding with Easter Monday**

Easter wage rate arrangements according to the Hospitality Industry (General) Award 2010 (HIGA).

Good Friday: All Tasmanians receive a public holiday on this day; staff who work on this day are entitled to public holiday penalties.

Easter Monday/Anzac Day: All Tasmanians receive a public holiday on this day; staff who work on this day are entitled to public holiday penalties.

HIGA provides the following arrangements for the holidays listed above:

“Rates where employees are required to work on such holiday:

1. Full-Time and Regular Part-Time Employees who work on this day shall be reimbursed as follows:
 - a. Double Time and a Half (250%) for all the time worked (with a minimum of four hours at Double Time and a Half); OR
 - b. By agreement, (clause 32.2 (b)) employees may work at ordinary rates plus Half Time (150%) and:
 - i. have equivalent paid time to their annual leave, or
 - ii. receive an additional day off in lieu of such public holiday during the same week, provided that such holiday may be allowed to the employee within 28 days after the holiday falls due.
 - c. By agreement between the employer and the majority of employees in the relevant enterprise, an alternative public holiday may be taken as the public holiday in lieu of the prescribed public holiday day (clause 37.1).
2. Employees who are paid an ANNUALISED SALARY (clause 27) and who work on this day are entitled to a day off in lieu of this holiday or a day added to their annual leave entitlement.

3. Casual employees who work on this day shall be reimbursed at a rate of Double Time and Three Quarters (275%) of a Full-Time employee's ordinary hourly rate for the same classification with a minimum of two hours at this rate.

Rates of pay where employees are not required to work on such holiday:

1. If a Full-time employee, a Regular Part-Time employee (who normally works on the day of the week of the public holiday) or an employee who is paid an ANNUALISED SALARY (clause 27) is not required to work on the above holiday, such employee is entitled to take such day as a holiday without loss of pay (clause 56 under National Employment Standards)
2. Casuals and Regular Part-Time employees (who do not normally work on the day of the week of the public holiday) do not receive any payment or other entitlements if they are not required to work on this holiday (clause 56 under National Employment Standards)

Rostered day off coinciding with the above holiday

A Full-Time employee (*not* a Regular Part-Time employee) whose rostered day off falls on a public holiday must:

- be paid an extra day's pay; OR
- be provided with an alternative day off within 28 days, OR
- receive an additional day's annual leave.

Rates of pay where managers are required to work on such a holiday

1. Managers paid under HIGA's *Base Annual Salary* provisions (clause 20.2 (a)) who work on this day must be paid at the rate of Double Time and a Half (250%) with a minimum payment at such rate for four hours worked.
2. Managers employed under HIGA's *Salaries Absorption* provisions (clause 20.2 (b)) shall be entitled to a day off if they work on this holiday.

Rates of pay where managers are not required to work on such holiday

All managers covered by HIGA (whether they are paid under its Base Annual Salary provisions or under its the Salary Absorption) who are not required to work on the above holiday who will be entitled to take such day as a holiday without loss of pay.

Rostered day off coinciding with the above holiday

1. Managers who are paid under HIGA's Base Annual Salary provisions (clause 20.2 (a)) are entitled to an additional day's salary or another day off if their Rostered Day Off falls on this holiday,
2. Managers employed under HIGA's Salaries Absorption (clause 20.2 (b)) are *not* entitled to an additional day's salary or another day in lieu if their Rostered Day off falls on this holiday.

Employees working under an AWA or Collective Agreements are subject to the Public Holidays conditions within that particular agreement.

THA members who wish to discuss Public Holiday Day wages should contact Ben Walker on 03 6224 7033.

Regards,



Ben Walker,
Industrial Relations Officer

Tasmanian Hospitality Association
PO Box 191 Battery Point TAS 7004
T: 03 6224 7033 F: 039 6224 7988
E: ben@australianhotels.asn.au
Web: www.australianhotels.asn.au