



e-News

Monday, 11th April, 2022

Your Easter Public Holiday Cheat Sheet



With the Easter break upon us this week, I thought it would be good to check which days are actually public holidays in each state, and what this means for employers should they decide to operate on those days.

Firstly, here are the public holidays for each state this year:

Public Holiday

Good Friday – 15 April
2022

States

NSW, VIC, QLD, NT, ACT, SA, WA & TAS

Easter Saturday – 16

NSW, VIC, QLD, NT, ACT & SA

April 2022

Easter Sunday – 17 April
2022

NSW, VIC, QLD, NT, ACT & WA

Easter Monday – 18 April
2022

NSW, VIC, QLD, NT, ACT, SA, WA & TA

Now that we know which days are public holidays and where, let's look at the implications of opening your business on those days, more specifically, how to pay your staff.

Public holidays not worked

If your permanent employee does not work on a public holiday, you will pay them for their ordinary hours for that day as if they had worked. If an employee doesn't normally work on a day that is a public holiday, then s/he is not entitled to payment. However, it should be noted that as an employer you cannot temporarily alter rosters to avoid paying public holiday pay.

What to pay staff if they work on a public holiday

So, if your staff work on a public holiday, they will be paid more than their ordinary hourly rate because they will be entitled to penalty rates. You will need to consult your industry award or Enterprise Agreement to find out more about these penalties. You can find this information via the Fair Work [Pay and Conditions Tool](#).

What to pay staff if a public holiday falls during leave taken

Basically, the public holiday cannot be deducted from a staff member's accrued leave, so s/he will be paid as per above as a "public holiday not worked". If, however, the leave is unpaid, the employee will not be entitled to payment.

Substituting public holidays

Often a public holiday can be substituted for the next working day if, for example, it falls on a weekend. When this happens, the actual public holiday is treated as a normal day. If an employee works on a substitute public holiday, they get the entitlements they would usually get for working on a public holiday. Even if a public holiday isn't substituted due to it falling on a weekend, some employees can agree with their employer to substitute it if their award or agreement allows it. This also applies to employees not covered by an award or agreement.

For further information on public holidays and employment issues. visit the [Fair Work website](#).

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From 1 July 2022, the \$450 threshold for super guarantee will be removed.



Victorian Casual Workers to Receive Personal Leave Pay

In what may be just a political stunt given it's an election year, the Victorian Government has announced that from March 2022, some casual workers will be able to claim personal leave pay.

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PO Box 3128

Grovedale VIC Australia 3216

www.e-bas.com.au



1300 660 655

louisem@e-bas.com.au

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