

# Public holidays:

## December 2018/January 2019

The following public holidays apply to the Christmas/New Year period under the Vehicle Manufacturing, Repair, Services and Retail Award 2010 and Clerks - Private Sector Award 2010

### Holiday trading arrangements

#### In Victoria

Public Holidays	Service stations, roadhouses, towing and roadside repairs, and car rental establishments	Workshops, wreckers, car washing establishments, motor car parts and accessories	New and used car show rooms and yards and motorcycle establishments
Tuesday, 25/12/2018 Christmas Day	May trade	No trading if more than 20 employees AND at any time during the period of 7 days immediately before that time, the number of persons employed by the business and its related entities is no more than 100* (a full-time equivalent basis)	No trading if more than 20 employees AND at any time during the period of 7 days immediately before that time, the number of persons employed by the business and its related entities is no more than 100* (a full-time equivalent basis)
Wednesday, 26/12/2018 Boxing Day	May trade	May trade	May trade
Tuesday, 1/1/2019 New Year's Day	May trade	May trade	May trade
Monday, 28/1/2019 Australia Day (in lieu of Saturday, 26/1/2019)	May trade	May trade	May trade

\*For the purposes of calculating the 100, employees employed in branches or in associated businesses count.

#### In Tasmania

	If the number of persons employed in that business or those businesses in Tasmania exceeds 250 persons	All other businesses
Tuesday, 25/12/2018 Christmas Day	Must not be open at any time	May trade
Wednesday, 26/12/2018 Boxing Day	May trade	May trade
Tuesday, 1/1/2018 New Year's Day	May trade	May trade
Monday, 28/1/2019 Australia Day (in lieu of Saturday 26/1/2019)	May trade	May trade

#### Penalty rates of pay apply to employees required to work on the above public holidays as follows:

- All employees except console operators, driveway and roadhouse attendants and casuals employed in any classification: Double time and a half
- Console operators, driveway and roadhouse attendants employed on a full time or part time basis (i.e. weekly hired): Double time
- Casual console operators, driveway, and roadhouse attendants: Flat rate applicable to Saturday, Sunday and

public holidays is payable

- Vehicle Salespeople: By mutual agreement a day off in lieu, otherwise double time and a half rates will apply.+
  - Other casuals (working in any class of work): 175 per cent loading
- Double time means 'single time' extra for the hours actually worked in addition to the ordinary days wages payable on the day the public holiday falls.
- Double time and a half means 'time and a half' extra for the hours worked in addition to the ordinary day's wages payable on the day the public holiday falls.

+Double time and a half for salespersons means:

- If more than half a day is worked, half of the salesperson's weekly rate of pay calculated as follows: Weekly wage rate is \$837.40, they get an additional \$251.22 (which is \$837.40 divided by 5 = \$167.48x 1.5)
- If half a day or less is worked, one quarter of the salesperson's weekly rate of pay calculated as follows: Weekly wage rate is \$837.40 they get an additional \$209.35 (which is half of \$418.70).