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PUBLIC HOLIDAY PENALTY RATES – AUSTRALIA DAY 2021

Where an employee works on the Australia Day public holiday, that is on **Tuesday, 26 January 2021**, they are entitled to be paid penalty rates.

Vehicle Repair, Services and Retail Award 2020:

Penalty rates of pay for work performed on Public Holidays apply unless the employer and employees have agreed to substitute another day for the public holiday. The penalty rates are as follows:

All full time and part time employees except console operators, driveway and roadhouse attendants and vehicle salespersons	250 per cent of the minimum hourly rate
All casual employees, except console operators, driveway, roadhouse attendants and vehicle salespersons	275 per cent of the minimum hourly rate
Full time and part time console operators, driveway, and roadhouse attendants	200 per cent of the minimum hourly rate
Casual console operators, driveway, and roadhouse attendants	Flat rate applicable to Saturday, Sunday and public holidays is payable
Vehicle Salespeople – full time and part time	Double time and a half *
Casual Vehicle Salespeople	275 per cent of the minimum hourly rate of pay

* **Double time and a half for full time and part time salespersons** means:

- If more than half a day is worked, half of the salesperson's minimum weekly rate of pay prescribed under the Award - e.g. \$862.50 divided by two, which equates to **\$431.25 for the public holiday worked**.
- If half a day or less is worked, one quarter of the salesperson's minimum weekly rate of pay prescribed under the Award - e.g. \$862.50 divided by four, which equates to **\$215.63 for the public holiday worked** (rounded to the nearest cent).

The relevant amount provided above is in addition to the appropriate minimum hourly rate paid to employees for hours worked during the remainder of the week.

For example, a vehicle salesperson employed on a 38-hour week at a minimum hourly rate of \$22.70 per hour (i.e. \$862.50 per week), would be entitled to 30.4 hours @ \$22.70 (i.e. \$690.08) **plus** either \$431.25 or \$215.63, depending on the number of hours worked on the public holiday (i.e. more than half a day or less than half a day is worked).

Clerks - Private Sector Award 2020

Employees covered by the Clerks Award will also be entitled to double time and a half rates for working on the public holidays.

Members seeking further information are encouraged to contact the Workplace Relations team on 03 9829 1123 or ir@vacc.com.au.

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