

# Bulletin

## Workplace Relations



Reference No. Public Holiday Easter 2024/lds-03-24

Date: 15/03/2024

### EASTER TRADING ARRANGEMENTS IN VICTORIA

<b>Good Friday</b>	<b>29 March 2024</b>
<b>Easter Saturday</b>	<b>30 March 2024</b>
<b>Easter Sunday</b>	<b>31 March 2024</b>
<b>Easter Monday</b>	<b>1 April 2024</b>

Members are reminded that under both the *Vehicle Repair, Services and Retail Award 2020* (VRSR Award) and the *Clerks – Private Sector Award 2020* (Clerks Award), **an employer and employee may mutually agree to substitute another day for the public holiday.**

Where agreement to substitute is reached, work performed on the public holiday becomes a normal working day and is paid accordingly. **VACC advises members to ensure that the details of any agreed substitution are retained in writing.**

Penalty rates of pay for work performed on public holidays (where a substitute day has not been agreed between employer and employee) are as follows:

#### VRSR Award

Public holiday	Workshops, service stations and roadhouses, towing, roadside assistance, and car hire	New and used car showrooms and yards, motorcycle establishments, car washing and parking establishments, tyre retailers, boats, caravans, trailers, dismantlers and recyclers
<b>29 March – Good Friday</b>	May trade	<ul style="list-style-type: none"><li>No trading if more than 20 employees working in the shop on the restricted day <b>AND</b></li><li>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)</li></ul>
<b>30 March – Easter Saturday</b>	May trade	May trade
<b>31 March – Easter Sunday</b>	May trade	May trade
<b>1 April – Easter Monday</b>	May trade	May trade

## PENALTY RATES OF PAY

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, <b>except</b> 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 employed on a full-time basis (i.e., weekly hired):	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., \$995.00 divided by two, which equates to \$497.50 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., \$995.00 divided by four, which equates to \$248.75 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 \$26.18 per hour (i.e., \$995.00 per week), would be entitled to 30.4 hours @ \$26.18 (i.e., \$796.00) plus either \$497.50 or \$248.75, 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 rate (250%) of the minimum hourly rate of 4 hours 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](mailto:ir@vacc.com.au).

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 Industrial Relations | OHSE