

TRADING ARRANGEMENTS IN VICTORIA

ANZAC DAY 2024

Anzac Day – Thursday, 25 April 2024

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 employers **may trade**.

| | 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 |
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| Thursday, April 25 Anzac Day | May trade | <ul style="list-style-type: none"> No trading if more than 20 employees working on the day in the shop before 1 pm on Anzac Day AND 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) |

Only exempt shops are permitted to open before 1pm on Anzac Day. More information is available [here](#).

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:

PENALTY RATES OF PAY

VRSR Award

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

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| 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 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 rates (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.

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Industrial Relations | OHSE