

| SUBJECT | DATE | ATTACHMENTS |
|---|------------------|-------------|
| Christmas Day Public Holiday | 29 November 2016 | 1 |
| Christmas Day in Victoria – Sunday, 25 December 2016 declared a public holiday | | |

The Victorian Government announced last Friday, 25 November 2016 that it has reversed its controversial decision to not prescribe Christmas Day as a public holiday in Victoria. The reversal of the Government's original decision means that Christmas Day, which falls on Sunday, 25 December 2016, will be treated as a public holiday for the purpose of calculating wage rates for employees required to work on this day.

The Tuesday following Christmas Day (Tuesday, 27 December) will remain as the substitute public holiday for Christmas Day. This means that Sunday, 25 December, Monday, 26 December (Boxing Day) and Tuesday, 27 December will all be public holidays in Victoria this year.

Restricted trading applies on Christmas Day, but not on Boxing Day or Tuesday's substitute public holiday. The public holidays and trading arrangements are attached for your convenience.

If you need any assistance to ensure you are complying with the public holiday requirements, please contact VACC Industrial Relations on 03 9829 1123.



Bill Chesterman
Industrial Relations Manager

Holiday trading arrangements - Victoria

| PUBLIC HOLIDAYS | SERVICE STATIONS, ROADHOUSES, TOWING AND ROADSIDE REPAIRS, AND CAR RENTAL ESTABLISHMENTS | NEW AND USED CAR SHOW ROOMS & YARDS, MOTORCYCLE ESTABLISHMENTS, WORKSHOPS, WRECKERS, CAR WASHING ESTABLISHMENTS, MOTOR CAR PARTS AND ACCESSORIES |
|---|--|---|
| <i>Sunday, 25/12/2016</i> 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) |
| <i>Monday, 26/12/2016</i> Boxing Day | May trade | May trade |
| <i>Tuesday 27/12/2016</i> Substitute for CHRISTMAS DAY | May trade | May trade |
| <i>Sunday, 1/1/2017</i> New Year's Day | May trade | May trade |
| <i>Monday, 2/1/2017</i> additional day for New Year's Day | May trade | May trade |

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

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 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 \$783.30, they get an additional \$234.99 (which is \$783.30 divided by 5 = \$156.66 x 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 \$783.30 they get an additional \$117.50 (which is half of \$234.99).