

Bulletin

Tasmanian Automotive Chamber of Commerce



Reference No. Eight Hours Day Public Holiday 2024/dh-02-24

Date: 16/02/2024

Eight Hours Day - Trading Arrangements 2024

This year, the Eight Hours Day public holiday in Tasmania is on **Monday, 11 March 2024**.

Members are reminded that under both the VRSR Award and the 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. **TACC 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:

If the number of persons employed in that business or those businesses in Tasmania exceeds 250 persons	Service stations, the sale of motor vehicles, car yards or dealers advertising or exposing motor vehicles for sale, the sale of replacement parts necessary for essential repairs to motor vehicles, restaurants and cafes whose 'principal business' is providing meals or cooked food
May trade	May trade

VRSR Award

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, 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 rate for working on the public holidays.

Members seeking further information are encouraged to contact the TACC head office on (03) 6278 1611 or the VACC Workplace Relations team on 03 9829 1123 or ir@vacc.com.au.

TACC

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