

# Bulletin

## Workplace Relations



Reference No. EASTER AND ANZAC DAY 2023/dh-3-23

Date: 24/03/2023

### TRADING ARRANGEMENTS IN TASMANIA EASTER AND ANZAC DAY 2023

**Good Friday**                    **7 April 2023**  
**Easter Monday**                **10 April 2023**  
**Anzac Day - Tuesday**        **25 April 2023**

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 holidays.

TACC advises members to ensure that the details of any agreed substitution are retained in writing.

Public Holidays	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
<b>7 April – Good Friday</b>	Must not be open at any time	May trade
<b>10 April – Easter Monday</b>	May trade	May trade
<b>25 April – Anzac Day Tuesday</b>	Must not open before 12.30pm*	May trade

\*Only exempt shops are permitted to open until 12.30pm. More information is available on the [Tasmanian Government website](#).

#### Penalty rates of pay

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:

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., \$940.90 divided by two, which equates to **\$470.45 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., \$940.90 divided by four, which equates to **\$235.23 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 \$24.76 per hour (i.e., \$940.90 per week), would be entitled to 30.4 hours @ \$24.76 (i.e., \$752.70) plus either \$470.45 or \$235.23, 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 Award**

Employees are entitled to double time and a half (250 percent) of the minimum hourly rate for hours worked, with a minimum payment of 4 hours’ pay.

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.

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 Industrial Relations | OHSE