

TRADING ARRANGEMENTS IN TASMANIA – ANZAC DAY 2024

Anzac Day - 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**.

	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; and shops not part of a shopping centre, plaza or mall, where the number of persons employed on any day in the immediately preceding March did not exceed 10.	Other automotive business shops selling goods by retail.
Thursday, 25 April Anzac Day	May trade	Must not open before 12.30 pm

Only exempt shops are permitted to open before 12.30pm 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. **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:

PENALTY RATES OF PAY

VRSR Award

Penalty rates of pay for work performed on Public Holidays under the Vehicle Repair, Services and Retail Award 2020 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, 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.

TACC

200 New Town Rd | Newtown | TAS 7008

P: 03 6278 1611 | E: enquiries@tacc.com.au