

Conditions of Employment Information Service



NANA
Since 1891

Payment for an absence from work due to a public holiday?

What payment is required for an absence from work due to a public holiday?

If an employee is absent from work on a day or part-day that is a public holiday, the employer must pay the employee (other than a casual employee) the base rate of pay for the employee's ordinary hours of work on that day or part-day. The base rate of pay to be paid excludes incentive-based payments and bonuses, loadings, monetary allowances, overtime or penalty rates, or any other separately identifiable amounts.

However, an employee is not entitled to payment if they do not have ordinary hours of work on the public holiday.

For example, a part-time employee is not entitled to payment if their part-time hours do not include the day of the week on which the public holiday falls.

In brief the following employee classifications attract the specified payments:

Employment Type	Payment for absence on Public Holiday
Full time employees	Base rate of pay for the employee's ordinary hours of work on that day or part-day
Part time employees	Base rate of pay for the employee's ordinary hours of work on that day or part-day
Casual employees	Nil

The employees base rate of pay is that which applies to ordinary hours of work, Monday to Friday. The base rate of pay can be located in the Award schedules provided to members by NANA.

**Contact NANA on 1300 113 044 or by email to
nana@nana.com.au**

Source: Fair Work Ombudsman
General Retail Industry Award 2010