

SA PUBLIC HOLIDAYS

All employees who agree to work on a public holiday shall be paid various penalty rates set out in the table below. Please read the explanatory notes carefully.

PUBLIC HOLIDAY	DATE	ORDINARY RATE	PENALTY RATE	TOTAL
2020				
New Year's Day	WED 1 st JAN	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Australia Day (Observed)	MON 27 th JAN	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Adelaide Cup Day	MON 9 th MAR	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Good Friday	FRI 10 th APR	Ordinary Time Ordinary Time	T+½ - First 4 hours DT - Thereafter	DT+½ Triple Time
Easter Saturday	SAT 11 th APR	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Easter Monday	MON 13 th APR	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
ANZAC Day	SAT 25 th APR	Ordinary Time	DT - All hours worked	Triple Time
Queen's Birthday	MON 8 th JUN	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Labour Day	MON 5 th OCT	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Christmas Eve 7pm - midnight	THU 24 th DEC	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Christmas Day	FRI 25 th DEC	Ordinary Time	DT - All hours Worked	Triple Time
Proclamation Day	SAT 26 th DEC	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
New Year's Eve 7pm - midnight	THU 31 st DEC	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time

KEY: DT - Double Time, T+½ - Time and one half, DT+½ - Double Time and one half

EXPLANATORY NOTES

A full-time/part time employee is entitled to have the day off, on a public holiday, with payment on the basis of the ordinary daily rate the person would have received had they worked their ordinary rostered hours but for the public holiday.

A full-time/part time employee working on a public holiday, where it is one of their normal working days (part of their ordinary working time and not overtime), they would be paid their ordinary rate for the day plus the penalty rate in the table above on top, giving the total in the TOTAL column. If the person works overtime on a public holiday they only get the penalty rate for the overtime hours as per the PENALTY RATE column.

A casual employee working on a public holiday would only receive the penalty rate and not the ordinary rate for each hour worked in addition, so they only receive the penalty rate as in the PENALTY RATE column plus 25% casual loading (based on the ordinary hourly rate) – Note: casual loading does not apply on weekends or overtime.

For example, a casual Level 7 Butcher working on a public holiday will be paid, **time and a half for the first 2 hours** at \$38.57 per hour – which is \$33.06 (time and a half rate) + \$5.51 (25% casual loading on the ordinary hourly rate) per hour. Then **double time thereafter** at \$49.59 per hour – which is \$44.08 (double time rate) + \$5.51 (25% casual loading on the ordinary hourly rate) per hour.

By agreement between the employer and employee, in lieu of paying these rates, the employer may pay the employee at ordinary rates of pay, for ordinary time worked, provided that the employee is granted an alternative day off in lieu, within 28 days of the public holiday occurring.

EXAMPLE

A full-time retail butcher is usually employed to work their 38 ordinary hours Tuesday to Saturday. If a public holiday then falls on a Monday the butcher is not entitled to any pay on the public holiday as he does not normally work that day (but would be paid public holiday penalty rates if they choose to work on the public holiday). For the same butcher, if the public holiday falls on the Saturday and the butcher does not work on that Saturday because it is a public holiday, then they would still be paid for their usual ordinary hours (but would not be paid for any overtime they would normally work on that day).

NOTE: Under the National Employment Standards, gazetted Regional Public Holidays are also to be observed. These are available at: <https://www.australia.gov.au/about-australia/special-dates-and-events/public-holidays>