

WA 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.

Table 1 - PTY LTD ENTITIES

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
Labour Day	MON 2 nd 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 Monday	MON 13 th APR	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	T+½ - First 2 hours Triple Time
ANZAC Day	SAT 25 th APR	Ordinary Time	DT - All hours worked	Triple Time
ANZAC Day (Additional Public Holiday)	MON 27 th APR	Ordinary Time	DT - All hours worked	Triple Time
Western Australia Day	MON 1 st JUN	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
Queen's Birthday	MON 28 th SEP	Ordinary Time Ordinary Time	T+½ - First 2 hours DT - Thereafter	DT+½ Triple Time
<i>Some regional areas in WA hold the Queen's Birthday public holiday on a different date - the 2020 dates are available on the government's regional public holiday dates page here</i>				
Christmas Day	FRI 25 th DEC	Ordinary Time	DT - All hours worked	Triple Time
Boxing Day (Observed)	MON 28 th 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 FOR TABLE 1 ONLY

As at 1 January 2010, Pty Ltd entities came under the Modern Meat Industry Award 2010 and different penalty rates apply.

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 RATE FOR HOLIDAY 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 FOR TABLE 1 ONLY

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).

Table 2 - SOLE TRADERS/PARTNERSHIPS

PUBLIC HOLIDAY	DATE	PENALTY RATE
2020		
New Year's Day	WED 1 st JAN	DT+½
Australia Day (Observed)	MON 27 th JAN	DT+½
Labour Day	MON 2 nd MAR	DT+½
Good Friday	FRI 10 th APR	DT+½
Easter Monday	MON 13 th APR	DT+½
ANZAC Day	SAT 25 th APR	DT+½
ANZAC Day (Additional Public Holiday)	MON 27 th APR	DT+½
Western Australia Day	MON 1 st JUN	DT+½
Queen's Birthday	MON 28 th SEP	DT+½
<i>Some regional areas in WA hold the Queen's Birthday public holiday on a different date – the 2020 dates are available on the government's regional public holiday dates page here</i>		
Christmas Day	FRI 25 th DEC	DT+½
Boxing Day (Observed)	MON 28 th DEC	DT+½

KEY: DT – Double Time, T+½ - Time and one half, DT+½ - Double Time and one half
Double Time and one half = 2.5 times the ordinary hourly rate

SOLE TRADERS/PARTNERSHIPS ONLY

Full time employees and part-time employees working 15 or more hours per week who agree to work on a public holiday, where the day is one of their ordinary working days, shall be paid at the rates in [table 2](#), with a minimum payment for three hours' work.



EXPLANATORY NOTES FOR ALL TABLES

A full time/part time employee, under the National Employment Standards (NES), 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.

NES applies to all AMIC members in Western Australia as at 1 January 2010.

A casual employee working on the public holiday would only receive the penalty rate in the PENALTY RATE column.

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>