



Australian Government

Fair Work
OMBUDSMAN

Public holidays

These are days when most people do not work,
such as Christmas Day.



About our artwork: **Stepping forward**

Stepping forward represents taking the next step on the journey towards reconciliation and the potential possibilities when everyone is included.

Connecting with diverse people, meeting, listening and sharing together, can build respect and trust. Working in concert for a common purpose and united in the mission to make meaningful change.

It serves as a reminder of the dynamism and vibrancy of First Nations people and the lands from which they come, making the emergence of new ideas and ways of being possible that enables the envisioning of a brighter future.

Artist: **Timothy Buckley**

Public holidays



Who can have a day off?

- ▶ All employees are allowed to take a day off on a public holiday.
- ▶ Employees can be asked to work on a public holiday.
- ▶ Employees can say no to working on a public holiday if they have a good reason.



How much do employees get paid on public holidays?

- ▶ Full-time and part-time employees who take a day off on a public holiday are paid their base rate of pay for the hours they would usually work on that day. This does not include overtime, penalties, bonuses or allowances.
- ▶ Casual employees who take a day off on a public holiday don't get paid.
- ▶ Most employees who work on a public holiday must be paid a penalty rate, which is higher than their base rate of pay.



What happens if an employee is taking other leave on a public holiday?

- ▶ If an employee takes annual leave or sick leave on a public holiday, but would normally work on that day, then they will still be paid for the public holiday.
- ▶ The employee does not have to use their annual leave or sick leave for this day.



When do public holidays happen?

- ▶ Public holidays include:
 - 1 January (New Year's Day)
 - 26 January (Australia Day)
 - Good Friday
 - Easter Monday
 - 25 April (Anzac Day)
 - King's birthday holiday
 - 25 December (Christmas Day)
 - 26 December (Boxing Day)
 - any other day or part-day declared as a public holiday within a State or Territory.



Find out more

Public holidays can be different depending on the State or Territory you work in. For more information, you can go to [fairwork.gov.au/leave](https://www.fairwork.gov.au/leave).

Your award or agreement may contain additional information about public holidays. Find out more at [fairwork.gov.au/awards](https://www.fairwork.gov.au/awards) and [fairwork.gov.au/agreements](https://www.fairwork.gov.au/agreements).

You can also talk with someone from a community organisation or community legal centre, an HR officer, an Indigenous liaison or employment officer, an employer association (if you're a boss) or a union representative (if you're an employee).

Contact us

Fair Work online: [fairwork.gov.au](https://www.fairwork.gov.au)

Fair Work Infoline: **13 13 94**

Need language help?

Contact the Translating and Interpreting Service (TIS) on **13 14 50**

Help for people who are deaf or have hearing or speech difficulties

You can contact us through the National Relay Service (NRS).

Select your **preferred access option** and give our phone number: **13 13 94**



The Fair Work Ombudsman is committed to providing you with advice that you can rely on. The information contained in this fact sheet is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or a workplace relations professional.

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