



**ARTIO**

Australian Road Transport  
Industrial Organisation

**New South Wales Branch**

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**ARTIO NSW Industrial Circular 3/2011**

**1. Pay Rates for Public Holidays in NSW: Easter, Anzac Day & Queen's Birthday 2011**

**2. Status of Union Picnic Day in NSW**

**Pay Rates for Public Holidays in NSW**

The following Holiday pay rates will apply under the various new Modern Awards which commenced on 1 January 2010. These new Awards:

- Road Transport & Distribution Award 2010
- Road Transport (Long Distance Operations) Award 2010
- Waste Management Award 2010
- Clerks – Private Sector Award 2010

The following days are public holidays in NSW in the period to 30 June 2011:

- Good Friday – Friday 22 April 2011
- Easter Saturday – Saturday 23 April 2011
- Easter Sunday – Sunday 24 April 2011
- Anzac Day – Monday 25 April 2011
- Easter Monday – Tuesday 26 April 2011
- Queen's Birthday – Monday 13 June 2011

The declaration of public holidays remains the responsibility of the States, notwithstanding the introduction of Modern Awards. Please check with other ARTIO Branches for details of public holidays in their State.

On the following pages is a chart which applies Award conditions to specific days and explains the rate of pay for all for work performed on each such public holiday. In all cases, the **minimum payment** shall be for 4 hours work.

If an employee does not normally work on a Saturday, then they will **not** be entitled to any payment for Easter Saturday.

Rates of pay for shift workers on any of these public holidays should be determined by reference to the appropriate Award.

Any employee who is absent on the day prior to, or the day after a public holiday (without reasonable cause), is **not entitled** to payment for the public holiday(s).

### **Union Picnic Day Status**

Clause 28 of the former Transport Industry (State) Award, which applied in NSW recognised Easter Saturday as the Union's Picnic Day. Financial members of the TWU in NSW, other than a casual employee were:

- Paid an additional day's pay; or
- If required to work on Easter Saturday shall, in addition to the additional day's pay required, be paid at the rate of time and a half for the actual time worked up to a maximum of eight (8) hours pay at ordinary time.

There is **no union picnic day** under the new modern award system and it would be discriminatory for any company to apply it.

This advice is based on ARTIO NSW's interpretation of the relevant Clauses in these Awards, and to the best of our knowledge, is accurate.

Please contact Hugh McMaster, tel: 0412 880861, or email [hughmc@artionsw.com.au](mailto:hughmc@artionsw.com.au) if further information is required.

<b>Award</b>	<b>Pay Rate for Hours Worked</b>
<p><b>Road Transport &amp; Distribution Award 2010</b></p> <p>For a permanent employee: A normal day's pay plus payment for any time worked as specified in the next column</p> <p>Casuals – see next column</p>	<p><b>Good Friday –</b> Double time for first 8 hours. Overtime – Treble Time</p> <p><b>Casuals:</b> Treble Time for all hours worked (plus loading – 10% of ordinary time)</p>
<p>No payment for the day unless employee normally works ordinary time on a Saturday or a Sunday, if worked then as specified in the next column</p> <p>Casuals – see next column</p>	<p><b>Easter Saturday, Easter Sunday –</b> Double Time and a Half ( <b>Public Holiday outside the Spread of Hours</b>)</p> <p><b>Casuals:</b> Double Time and a Half (plus loading – 10% of ordinary time)</p>
<p>For a permanent employee: A normal day's pay plus payment for any time worked as specified in the next column</p> <p>Casuals – see next column</p>	<p><b>Easter Monday, Anzac Day &amp; Queen's Birthday–</b> Time and a Half for first 8 hours Overtime – Double time &amp; a half</p> <p><b>Casuals:</b> Double Time and a Half (plus loading – 10% of ordinary time)</p>

<b><u>Award</u></b>	<b><u>Pay Rate for Hours Worked</u></b>
<p><b><u>Road Transport (Long Distance Operations) Award 2010</u></b></p> <p>For a permanent employee:</p> <p>A normal day's pay (base weekly rate divided by 5) plus payment for any time worked as specified in the next column (Example: At grade 4 (semi driver) the holiday payment is the award rate (\$653.40) divided by 5 = \$130.68)</p> <p>Casuals – see next column</p>	<p><b><u>Good Friday –</u></b> 30% of the applicable minimum rate plus payment at cents per kilometre (cpk) or hourly rate for any trip undertaken</p> <p><b>(Example: At Award grade 4 (single trailer) the Good Friday holiday payment is 30% of the award rate \$653.40 x 30% = \$196.02) plus payment at cpk or hourly rate for any trip undertaken</b></p> <p><b>Casuals:</b> 30% of the applicable minimum rate plus payment at cpk rate for any trip undertaken</p>
<p>Casuals – see next column</p>	<p><b><u>Easter Saturday, Easter Sunday, Easter Monday, Anzac Day &amp; Queen's Birthday–</u></b> 20% of the applicable minimum rate plus payment at cpk or hourly rate for any trip undertaken <b>(Example: At Award grade 4 (single trailer) the other holidays are calculated at 20% of the award rate \$653.40 x 20% = \$130.68)</b></p> <p><b>Casuals:</b> 20% of the applicable minimum rate plus payment at cpk or hourly rate for any trip undertaken</p>

Award	Pay Rate for Hours Worked
<p><b><u>Waste Management Award 2010</u></b></p> <p>For a permanent employee: A normal day's pay plus payment for any time worked as specified in the next column</p> <p>Casuals – see next column</p>	<p><b><u>Good Friday –</u></b> 200% of relevant minimum wage (includes the industry allowance)</p> <p><b>Casuals:</b> 325% of relevant minimum wage (includes the industry allowance)</p> <p><b><u>Easter Monday, Anzac Day &amp; Queen's Birthday–</u></b> 150% of relevant minimum wage (includes the industry allowance)</p> <p><b>Casuals:</b> 275% of relevant minimum wage (includes the industry allowance)</p>
<p>No payment for the day unless employee normally works ordinary time on a Saturday or Sunday, if worked then as specified in the next column</p>	<p><b><u>Easter Saturday &amp; Easter Sunday –</u></b> 150% of relevant minimum wage (includes the industry allowance)</p> <p><b>Casuals:</b> 275% of relevant minimum wage (includes the industry allowance)</p>

Award	Pay Rate for Hours Worked
<p><b><u>Clerks – Private Sector Award 2010</u></b></p> <p>For permanent and casual employees: A normal day's pay plus payment for any time worked as specified in the next column.</p> <p>No payment for the Easter Saturday or Easter Sunday unless employee normally works ordinary time on a Saturday or Sunday, if worked then as specified in the next column</p>	<p>For work by any employee – <b>casual or permanent</b> - on any public holiday payment must be at double time and a half with a minimum of 4 hours payment.</p>