



victoriantransportassociation^{inc.}

INDUSTRIAL CIRCULAR

2/2011

Date: **16 February 2011**

Subject: Pay Rates – Labour Day, Easter, Anzac Day & Queen’s Birthday 2011

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 Victoria:

- **Labour Day – Monday 14 March 2011**
- **Good Friday – Friday 22 April 2011**
- **Easter Saturday – Saturday 23 April 2011**
- **Easter Monday – Monday 25 April 2011**
- **Anzac Day – Tuesday 26 April 2011**
- **Queen’s Birthday – Monday 13 June 2011**

Easter Sunday is NOT a public holiday.

On the following page 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 or, if still in doubt, contact the VTA.

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).

victoriantransportassociation^{inc.}

logisticsmanagersgroup

incorporating



Wirraway Drive Fishermans Bend 3207
PO Box 5 South Melbourne 3205

t. 03 9646 8590
f. 03 9646 8596

admin@vta.com.au
www.vta.com.au

Award	Pay Rate for Hours Worked
<p><u>Road Transport & Distribution Award 2010</u></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><u>Good Friday</u> – Double time for first 8 hours. Overtime – Treble Time Casuals: Treble Time for all hours worked (plus loading – 10% of ordinary time)</p> <p><u>Labour Day, Easter Monday, Anzac Day & Queen's Birthday</u>– Time and a Half for first 8 hours Overtime – Double time & a half Casuals: Double Time and a Half (plus loading – 10% of ordinary time)</p>
<p>No payment for the day unless employee normally works ordinary time on a Saturday, if worked then as specified in the next column</p> <p>Casuals – see next column</p>	<p><u>Easter Saturday</u> – Double Time and a Half (Public Holiday outside the Spread of Hours)</p> <p>Casuals: Double Time and a Half (plus loading – 10% of ordinary time)</p> <p><u>Easter Sunday – As per normal Sunday rates</u></p>
<p><u>Waste Management Award 2010</u></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><u>Good Friday</u> – 200% of relevant minimum wage (includes the industry allowance) Casuals: 325% of relevant minimum wage (includes the industry allowance)</p> <p><u>Labour Day, Easter Monday, Anzac Day & Queen's Birthday</u>– 150% of relevant minimum wage (includes the industry allowance) Casuals: 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, if worked then as specified in the next column</p>	<p><u>Easter Saturday</u> – 150% of relevant minimum wage (includes the industry allowance)</p> <p>Casuals: 275% of relevant minimum wage (includes the industry allowance)</p> <p><u>Easter Sunday – As per normal Sunday rates</u></p>

<u>Clerks – Private Sector Award 2010</u>	Pay Rate for Hours Worked
<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>For work by any employee – casual or permanent - on any public holiday payment must be at double time and a half with a minimum of 4 hours payment.</p> <p><u>Easter Sunday</u> – As per normal Sunday rates</p>

<p><u>Road Transport (Long Distance Operations) Award 2010</u></p> <p>For a permanent employee: 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><u>Good Friday</u> – 30% of the applicable minimum rate plus payment at cpk or hourly rate for any trip undertaken (Example: At Award grade 4 (single trailer) the GF 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</p> <p>Casuals: 30% of the applicable minimum rate plus payment at cpk rate for any trip undertaken</p> <p><u>Labour Day, Easter Saturday, Easter Monday, Anzac Day & Queen's Birthday</u>– 20% of the applicable minimum rate plus payment at cpk or hourly rate for any trip undertaken (Example: At Award grade 4 (single trailer) the other holidays are calculated at 20% of the award rate \$653.40 x 20% = \$130.68)</p> <p>Casuals: 20% of the applicable minimum rate plus payment at cpk or hourly rate for any trip undertaken</p> <p><u>Easter Sunday</u> - As per normal rates</p>
---	--

These rates are based on interpretation of the relevant Clauses in the above Awards by staff of the VTA and, to the best of our knowledge, are accurate.

Please contact Paul Ryan, our industrial adviser on Ph: (03) 9646 8590, or email reception@vta.com.au