



Australian Road Transport  
Industrial Organisation



***The following information is applicable to Queensland Employers.***



## **RATES OF PAY FOR EASTER, ANZAC, LABOUR DAY & QUEEN'S BIRTHDAY PUBLIC HOLIDAYS 2011**



### **RARE FIVE DAY LONG WEEKEND FOR QUEENSLAND WORKERS IN 2011**

*The following is an extract from a Media Statement by Queensland Attorney-General and Minister for Industrial Relations, The Hon Cameron Dick MP*

Queensland workers will enjoy a rare five-day long weekend next Easter as the result of a once-in-a-generation clash of dates.

Industrial Relations Minister Cameron Dick said for the first time since Queensland's public holiday laws were introduced in 1983, Easter Monday and Anzac Day would clash in 2011.

"As a result of this coincidence, the government has decided to appoint Tuesday, 26<sup>th</sup> April 2011, as a substitute public holiday for Easter Monday," Mr Dick said.

"This decision will not result in an extra public holiday - it is merely transferring a public holiday that workers are entitled to, to the following day.

"Both Easter Monday and Anzac Day are public holidays under our laws and after extensive consultation with stakeholders, we have decided to transfer the Easter Monday holiday.

"This decision means that employees working on either the 25<sup>th</sup> or 26<sup>th</sup> of April next year, or both, will get public holiday penalty rates according to their relevant award or agreement.

"These days represent two of the most significant religious and national events on our calendar and the government firmly believes that the community should have the opportunity to celebrate both.

Mr Dick said that as a result of the decision, the Anzac Day public holiday would remain on 25<sup>th</sup> April 2011.

"The limitations on business operations that usually occur on Anzac Day because of its special nature will continue to apply on 25<sup>th</sup> April next year."

Queensland public holidays for the Easter period in 2011 will be observed on Good Friday (22<sup>nd</sup> April) Easter Saturday (23<sup>rd</sup> April), Anzac Day (Monday, 25<sup>th</sup> April) and a substitute public holiday for Easter Monday on Tuesday, 26<sup>th</sup> April 2011.

***The above article was previously published in Queensland Trucking Association's Transporter News Brief on 10<sup>th</sup> November 2010***

The following Public Holiday pay rates will apply under the various Modern Awards.

The following days are public holidays:

- **Good Friday – Friday 22<sup>nd</sup> April 2011**
- **Easter Saturday – Saturday 23<sup>rd</sup> April 2011**
- **Anzac Day – Monday 25<sup>th</sup> April 2011**
- **Easter Monday – Tuesday 26<sup>th</sup> April 2011**
- **Labour Day – Monday 2<sup>nd</sup> May 2011 (Queensland)**
- **Queen's Birthday – Monday 13<sup>th</sup> June 2011**

***NOTE: Easter Sunday is NOT a public holiday.***

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

**Further Notes:**

- (a) 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) under any of the new modern awards.
- (b) Employees are only entitled to be absent from work and paid for such day if ordinarily required to work on that day.
- (c) Easter Sunday is not classified as a Public Holiday and will attract the normal Sunday rates.

**MODERN AWARDS**

| <i>Award</i>   | <i>Pay Rate for Hours Worked</i>  |
|--|---|
| <b><u>ROAD TRANSPORT &amp; DISTRIBUTION AWARD 2010</u></b> | <p><b><u>Good Friday</u></b><br/>Double time for first 8 hours (plus normal day's pay).<br/>Overtime – Treble Time</p> <p><b><u>Casuals:</u></b><br/>Treble Time for all hours worked (plus loading – 10% of ordinary time)</p> <p><b><u>Easter Monday, Anzac Day, Labour Day (Old) &amp; Queen's Birthday</u></b><br/>Time and a Half for first 8 hours (plus normal day's pay)<br/>Overtime – Double time &amp; a half</p> <p><b><u>Casuals:</u></b><br/>Double Time and a Half (plus loading – 10% of ordinary time)</p> |
|  | <p><b><u>Easter Saturday</u></b><br/>Double Time and a Half (<b>Public Holiday outside the Spread of Hours</b>)</p> <p><b><u>Casuals:</u></b><br/>Double Time and a Half (plus loading – 10% of ordinary time)</p> <p><b><u>Easter Sunday</u></b><br/><i>As per normal Sunday rates</i></p>   |
| <b><u>WASTE MANAGEMENT AWARD 2010</u></b>                  | <p><b><u>Good Friday</u></b><br/>200% of relevant hourly rate</p> <p><b><u>Casuals:</u></b><br/>325% of relevant hourly rate</p> <p><b><u>Easter Monday, Anzac Day, Labour Day (Old) &amp; Queen's Birthday</u></b><br/>150% of relevant hourly rate</p> <p><b><u>Casuals:</u></b><br/>275% of relevant hourly rate</p>   |
|  | <p><b><u>Easter Saturday</u></b><br/>150% of relevant hourly rate</p> <p><b><u>Casuals:</u></b><br/>275% of relevant hourly rate</p> <p><b><u>Easter Sunday</u></b><br/><i>As per normal Sunday rates</i></p>   |

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|---|---|
| <p><b><u>CLERKS - PRIVATE SECTOR<br/>AWARD 2010</u></b></p>                       | <p><b>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.</b></p> <p><b><u>Easter Sunday</u></b><br/><b><i>As per normal Sunday rates</i></b></p>   |
| <p><b><u>ROAD TRANSPORT<br/>(LONG DISTANCE OPERATIONS)<br/>AWARD 2010</u></b></p> | <p><b><u>Good Friday</u></b><br/>30% of the applicable minimum weekly base rate <u>plus</u> payment at the applicable CPK or hourly rate for the days worked.<br/><i>(Example - Grade 4 (semi) is 30% of the Award weekly rate - \$653.40 x 30% = \$196.02 plus payment at the CPK or hourly rate for the day.)</i></p> <p><b><u>Casuals:</u></b><br/>30% of the applicable minimum rate <u>plus</u> payment at the CPK or hourly rate for the day.</p> <p><b><u>Easter Saturday, Easter Monday, Anzac Day, Labour Day (Old) &amp; Queen's Birthday</u></b><br/>20% of the applicable minimum rate <u>plus</u> payment at the CPK or hourly rate for the days worked.<br/><i>(Example - Grade 4 (semi) is 20% of the Award weekly rate - \$653.40 x 20% = \$130.68 plus payment at the CPK or hourly rate for the day.)</i></p> <p><b><u>Casuals:</u></b><br/>20% of the applicable minimum weekly base rate <u>plus</u> payment at the applicable CPK or hourly rate for the days worked.</p> <p><b>For a permanent employee, <u>not working</u> and entitled to payment for the day:</b><br/>A normal day's pay (base weekly rate divided by 5)<br/><i>(Example: At grade 4 (semi driver) the holiday payment is the award rate (\$653.40) divided by 5 = \$130.68)</i></p> |

***Should members have any queries in relation to the above or its application, please contact QTA's Employment Relations Manager, Travis Degen on 07 3394 4388 (office), 0400 855 009 (mobile) or email [travis@gta.com.au](mailto:travis@gta.com.au)***