



Australian Road Transport
Industrial Organisation

INDUSTRIAL RELATIONS NEWS



The following information is applicable to Queensland Employers.



RATES OF PAY FOR PUBLIC HOLIDAYS 2011 *CHRISTMAS / NEW YEAR 2011-12*



QUEENSLAND GOVERNMENT DECLARES ADDITIONAL PUBLIC HOLIDAYS IN 2012

As reported in our Transporter News Brief which issued on 16th November 2011 (Issue 39) the Education and Industrial Relations Minister, Cameron Dick MP has introduced a Bill into State Parliament to amend the Holidays Act 1983.

The Transporter New Brief provided details of the changes but for the purposes of this circular, the key points are:

- provide for an extra public holiday to be added when Christmas Day, Boxing Day or New Year's Day falls on a weekend
- Move the Queen's Birthday public holiday to the 1st Monday in October.

Similar to the Christmas/New Year period 2010-11, the effect of this Legislation will be that both Sunday 25th (Christmas Day) and Monday 26th December 2011 will be observed as Christmas Day Public Holidays.

Tuesday 27th December 2011 will be observed as the Boxing Day Public Holiday.

Similarly, Sunday 1st January and Monday 2nd January 2012 will be observed as New Year's Day Public Holidays for the purposes of applying penalty rate provisions in Awards.

Note that only employees who would normally be required to work on Sunday the 25th December and Sunday 1st January are entitled to a paid an additional day for 'not working' on either of those days.

See page 3 for full list of the 2012 Queensland Public Holidays.

RATES FOR MODERN AWARDS

QTA will keep members updated on the progress of the Bill through the Parliamentary process. Notwithstanding that the Bill has yet to become Law and Gazetted, QTA suggests that the Minister's Bill will be endorsed by State Parliament. Accordingly members are advised to prepare their holiday period staffing arrangements having regard to the following information.

ROAD TRANSPORT & DISTRIBUTION AWARD 2010	
SUNDAY - 25TH DECEMBER 2011 <i>(CHRISTMAS DAY)</i>	Double time for all hours worked for a min of 4 hours (in addition to normal weekly wage) - (effectively treble time if a full day worked)
MONDAY - 26TH DECEMBER 2011 <i>(CHRISTMAS DAY PUBLIC HOLIDAY)</i>	Double time for all hours worked for a min of 4 hours (in addition to normal weekly wage) - (effectively treble time if a full day worked)
TUESDAY - 27TH DECEMBER 2011 <i>(BOXING DAY PUBLIC HOLIDAY)</i>	Time and a half time for all hours worked for a min of 4 hours (in addition to normal weekly wage) - (effectively double time and half time if a full day worked)
SUNDAY - 1ST JANUARY 2012 <i>(NEW YEAR'S DAY)</i>	Time and a half time for all hours worked for a min of 4 hours (in addition to normal weekly wage) - (effectively double time and half time if a full day worked)
MONDAY - 2ND JANUARY 2012 <i>(NEW YEAR'S DAY PUBLIC HOLIDAY)</i>	Time and a half for all hours worked for a min. of 4 hours (in addition to normal weekly wage) - (effectively double time and half time if a full day worked).

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ROAD TRANSPORT (LONG DISTANCE OPERATIONS) AWARD 2010	
SUNDAY - 25TH DECEMBER 2011 <i>(CHRISTMAS DAY)</i>	30% of the weekly base rate <u>plus</u> CPK for distance travelled <i>OR</i> hourly driving rate OR Additional day on Annual Leave
MONDAY - 26TH DECEMBER 2011 <i>(CHRISTMAS DAY PUBLIC HOLIDAY)</i>	30% of the weekly base rate <u>plus</u> CPK for distance travelled <i>OR</i> hourly driving rate OR Additional day on Annual Leave
TUESDAY - 28TH DECEMBER 2011 <i>(BOXING DAY PUBLIC HOLIDAY)</i>	20% of the weekly base rate <u>plus</u> CPK for distance travelled <i>OR</i> hourly driving rate OR Additional day on Annual Leave
SUNDAY - 1ST JANUARY 2012 <i>(NEW YEAR'S DAY)</i>	20% of the weekly base rate <u>plus</u> CPK for distance travelled <i>OR</i> hourly driving rate OR Additional day on Annual Leave
MONDAY - 2ND JANUARY 2012 <i>(NEW YEAR'S DAY PUBLIC HOLIDAY)</i>	20% of the weekly base rate <u>plus</u> CPK for distance travelled <i>OR</i> hourly driving rate OR Additional day on Annual Leave

CLERKS - PRIVATE SECTOR AWARD 2010	
SUNDAY - 25TH DECEMBER 2011 <i>(CHRISTMAS DAY)</i>	Double time and a half for all hours worked for min of 4 hours
MONDAY - 26TH DECEMBER 2011 <i>(CHRISTMAS DAY PUBLIC HOLIDAY)</i>	Double time and a half for all hours worked for min of 4 hours
TUESDAY - 27TH DECEMBER 2011 <i>(BOXING DAY PUBLIC HOLIDAY)</i>	Double time and a half for all hours worked for min of 4 hours
SUNDAY - 1ST JANUARY 2012 <i>(NEW YEAR'S DAY)</i>	Double time and a half for all hours worked for min of 4 hours
MONDAY - 2ND JANUARY 2012 <i>(NEW YEAR'S DAY PUBLIC HOLIDAY)</i>	Double time and a half for all hours worked for min of 4 hours

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

For further information on Christmas/Public Holiday Rates of Pay or any Industrial Relations matter please contact the QTA's Employment Relations Manager, Travis Degen on phone 07 3394 4388 or email travis@qta.com.au.

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<u>2012 PUBLIC HOLIDAYS</u>	
New Year's Day	Monday, 2 nd January
Australia Day	Thursday, 26 th January
Good Friday	Friday, 6 th April
Easter Saturday	Saturday, 7 th April
Easter Monday	Monday, 9 th April
Anzac Day	Wednesday, 25 th April
Labour Day	Monday, 7 th May
Queen's Diamond Jubilee	Monday, 11 th June
Royal Queensland Show 'EKKA' (Brisbane Area Only)	Wednesday, 15 th August
Queen's Birthday ***	Monday, 1 st October
Christmas Day	Tuesday, 25 th December
Boxing Day	Wednesday, 26 th December

*** From 2012, it is proposed that the Queen's Birthday holiday move to the first weekend in October. In 2012, a special Queen's Diamond Jubilee holiday will be celebrated on the current day.