



The Modern Award and Public Holidays for 2010

The following provisions apply to all workers covered by the ***Hospitality Industry (General) Award 2010***. If you are under a Union agreement or other type of agreement you may need to contact your LHMU Delegate for more information.

In 2010: The remaining public holidays to be observed are as follows;

- ANZAC Day public holiday (Monday 26 April)
- Labour Day (Monday May 3)
- Queens Birthday (Monday June 14)
- Royal Qld show – Brisbane area only - (Wednesday August 11)
- Boxing Day public holiday is Monday December 27 so public holiday rates apply on this day: full time / part time 250% and casuals 275%
- Christmas Day public holiday is Saturday December 25th and Tuesday December 28 so public holiday rates apply on these days: full time / part time 250% and casuals 275%

Hospitality Industry (General) Award 2010 states:

32. Penalty rates

32.1 An employee performing work on the following days will be paid the following percentage of the minimum wage rate in clause 20 for the relevant classification:

	Monday to Friday %	Saturday %	Sunday %	Public Holiday %
Full-time and part-time	100	125	175	250
Casual (inclusive of the 25% casual loading)	125	150	175	275

32.2 Public holidays

An employee other than a casual working on a public holiday will be paid for a minimum of four hours work.

32.3 Employees who work on a prescribed holiday may, by agreement, perform such work at ordinary rates plus 50% additional loading, rather than the penalty rate prescribed in clause 32.1, provided that equivalent paid time is added to the employee's annual leave or one day in lieu of such public holiday will be allowed to the employee during the week in which such holiday falls. Provided that such holiday may be allowed to the employee within 28 days of such holiday falling due.

*An employee other than a casual working on Christmas Day when it falls on a weekend will be paid an additional loading of 50% of their ordinary time rate for the hours worked on that day and will also be entitled to the benefit of a substitute day.



Summary

- A full time or part time employee who works on Christmas Day, Saturday 25th December 2010, Christmas Day holiday, Tuesday 28th December or Boxing Day, Monday 27th December, will be paid time and a half their usual rate (150%) and be given a paid day off in lieu or will be paid at double time and a half their usual rate (250%)
- A full time or part –time employee who works on any other public holiday listed (Labour Day, Queens Birthday or Royal QLD Show day (Ekka)) will be paid double time and a half their usual rate (250%).
- An employee other than a casual working on a public holiday will be paid for a minimum of four hours work.

Please also note the following;

- A full-time employee whose rostered day off falls on any one of the designated public holidays must receive in addition to time and a half their normal rate (150%) either;
- an extra days pay; or
- be provided with an alternative day off within 28 days; or
- receive an additional day's annual leave.