

# Public Holidays

## Know Your Rights

### Which days are public holidays at Ramsay?

- Public holidays are: New Year's Day; Australia Day; Good Friday; Easter Saturday; Easter Monday; Anzac Day; Queen's Birthday; Labour Day; Christmas Day; Boxing Day and any other day declared a public holiday for the whole of New South Wales.
- These can be replaced when the NSW government declares a substitute day, for example when Christmas Day falls on a Saturday.
- You are entitled to an extra public holiday where there is a local public holiday declared or the August Bank Holiday, commonly taken between Christmas and New Year Days.
- Some employees will be required to work on public holidays; an employee can request to be absent from work on a public holiday.

### Payment for public holidays work

- If you work you will be paid as follows:
- Employees other than a Seven Day Shift Worker choose\* either:
  - 250% of your ordinary rate, or
  - 150% and an additional day of leave.
- Seven day shift workers will be paid 150%, with no additional leave accrual, for any of the regular public holidays listed above.
- Seven day shift workers can choose\* either 250% or 150% and an additional day of leave for any other public holiday declared.
- Casuals will be paid 250% for any public holidays they work.

*\* Choice of payment type is made once per year; the default is payment at the higher rate with no additional leave accrual.*

### Do you have to work public holidays?

- Ramsay will tell you if you are required to work a public holiday or not.
- Full time employees not required to work will be paid for their ordinary working hours.
- Part time employees not required to work on a public holiday that falls on a regular work day for that employee will be paid their ordinary hours.

### Public holiday on your day off

- Where a public holiday falls on your rostered day off for a shiftworker other than a 7 day shift worker, and who receives 4 weeks annual leave, you will receive ordinary pay or an additional day of annual leave.
- Where an ADO falls on a public holiday that employee will be entitled to another ADO within the same workcycle where practicable, or a day off added to their annual leave, or payment for the full day at ordinary rates above the week's pay.

**VALUE** the people  
caring for people

