



Our Ref: LF/0006/2000  
Enquiries: Agency Labour Relations Adviser  
Review Date: November 2013

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 10 OF 2013

## STATUTORY PUBLIC HOLIDAYS FOR 2014

Under the provisions of the *Public and Bank Holidays Act 1972 (WA)*, the following dates are public holidays during 2014:

<b>New Year's Day</b>	Wednesday 1 January 2014
<b>Australia Day</b>	Monday 27 January 2014
<b>Labour Day</b>	Monday 3 March 2014
<b>Good Friday</b>	Friday 18 April 2014
<b>Easter Monday</b>	Monday 21 April 2014
<b>ANZAC Day</b>	Friday 25 April 2014
<b>Western Australia Day</b>	Monday 2 June 2014
<b>Queen's Birthday</b>	Monday 29 September 2014
<b>Christmas Day</b>	Thursday 25 December 2014
<b>Boxing Day</b>	Friday 26 December 2014

### Substitution of Public Holidays

Public sector awards and/or industrial agreements may contain substitution clauses for public holidays that fall on a weekend.

For example, when a public holiday falls on a Saturday or Sunday an award or industrial agreement may specify that the holiday be observed on the next following Monday. Likewise, when Boxing Day falls on a Sunday or Monday, an award or industrial agreement may require that it be observed on the next following Tuesday.

Agencies should note that such an award or industrial agreement provision prevails over any inconsistent provisions of the *Public and Bank Holidays Act 1972*.

### Repealed Public Service Holidays

Easter Tuesday and the day after New Year's Day are no longer public service holidays. Employees, who would have otherwise received the benefit of repealed public service holidays, are able to take two days' paid leave of absence in lieu of the repealed public service holidays.

The two additional days, paid at the rate of ordinary time, can be added to annual leave or taken individually but must be taken in the year in which they occur. Under no circumstances should these days be allowed to accrue (please refer to Public Sector Commissioner's Circular 2009-32).

A handwritten signature in black ink that reads "Bob Horstman". The signature is written in a cursive style with a horizontal line underneath the name.

**BOB HORSTMAN  
EXECUTIVE DIRECTOR  
LABOUR RELATIONS**

21 November 2013