



Our Ref: LF/0006/2000
Enquiries: Agency Labour Relations Adviser
Review Date: December 2015

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 12 OF 2014

STATUTORY PUBLIC AND BANK HOLIDAYS FOR 2015

Under the provisions of the *Public and Bank Holidays Act 1972 (WA)*, the following dates are public holidays during 2015:

New Year's Day	Thursday 1 January 2015
Australia Day	Monday 26 January 2015
Labour Day	Monday 2 March 2015
Good Friday	Friday 3 April 2015
Easter Monday	Monday 6 April 2015
ANZAC Day	Saturday 25 April & Monday 27 April 2015
Western Australia Day	Monday 1 June 2015
Queen's Birthday	Monday 28 September 2015
Christmas Day	Friday 25 December 2015
Boxing Day	Saturday 26 December & Monday 28 December 2015

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.

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

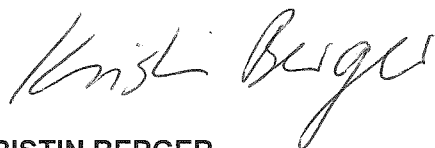
A10194888

Repealed Public Service Holidays

Easter Tuesday and the day after New Year's Day are no longer public service holidays. Where it is provided for in their industrial agreement, employees who would have otherwise received the benefit of the repealed public service holidays are able to take two days' paid leave of absence in lieu of the repealed public service holidays.

Subject to the Public Sector Commissioner's Circular 2009-32, days in lieu of the repealed public service holidays:

- a) are made available on the date of the relevant repealed public service holiday;
- b) are not available to an employee who is on any period of leave without pay;
- c) are paid at the rate of ordinary time;
- d) can be added to annual leave or taken individually;
- e) must be taken in the calendar year in which they occur;
- f) will be forfeited if not taken in the year in which they occur; and
- g) are not to be paid out on termination of employment.



**KRISTIN BERGER
A/EXECUTIVE DIRECTOR
LABOUR RELATIONS**

17 December 2014