



CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO.15 of 2011

STATUTORY PUBLIC HOLIDAYS FOR 2012

Under the provisions of the *Public and Bank Holidays Act 1972 (WA)*, the following dates are public holidays during 2012:

New Year's Day	Sunday 1 January & Monday 2 January 2012
Australia Day	Thursday 26 January 2012
Labour Day	Monday 5 March 2012
Good Friday	Friday 6 April 2012
Easter Monday	Monday 9 April 2012
Anzac Day	Wednesday 25 April 2012
Foundation Day	Monday 4 June 2012
Queen's Birthday	Monday 1 October 2012
Christmas Day	Tuesday 25 December 2012
Boxing Day	Wednesday 26 December 2012

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 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 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Repealed Public Service Holidays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 Employees, who would have otherwise received the benefit of repealed public service holidays, are able to take two days' paid leave of absence in lieu of the repealed public service holidays.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**

20 December 2011