



Our Ref: LF/0006/2000
Enquiries: Agency Labour Relations Advisor
Review Date: December 2016

CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 1 OF 2016

STATUTORY PUBLIC AND BANK HOLIDAYS FOR 2016

Under the provisions of the *Public and Bank Holidays Act 1972 (WA)*, the following dates are public holidays for 2016:

New Year's Day	Friday 1 January 2016
Australia Day	Tuesday 26 January 2016
Labour Day	Monday 7 March 2016
Good Friday	Friday 25 March 2016
Easter Monday	Monday 28 March 2016
ANZAC Day	Monday 25 April 2016
Western Australia Day	Monday 6 June 2016
Queen's Birthday	Monday 26 September 2016
Christmas Day	Sunday 25 December 2016 & Monday 26 December 2016
Boxing Day	Monday 26 December 2016 & Tuesday 27 December 2016

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.

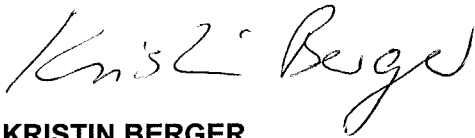
Agencies should note that such an award or industrial agreement provision prevails over any inconsistent provisions of the *Public and Bank Holidays Act 1972*.

Repealed Public Service Holidays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Where it is provided for in their industrial agreement, employees who would have otherwise received the benefit of the repealed public service holidays are able to take two days' paid leave of absence in lieu of the repealed public service holidays.

Subject to the Public Sector Commissioner's Circular 2009-32, days in lieu of the repealed public service holidays:

- a. are made available on the date of the relevant repealed public service holiday;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, INDUSTRY & INNOVATION**

19 January 2016