



Easter and ANZAC holiday rules.

This year Easter is late April and is almost immediately followed by Anzac Day. With three statutory days in fairly quick succession, as well as being school holidays, many employers will face requests for time off over this period as a reasonable break can be had with only a few annual leave days used up. Which is great – if it suits all parties.

The employers first consideration is to determine what staffing requirements are necessary to keep the business functioning as normal. Therefore employers need to take into account the number of staff actually needed, the skills required, numbers of senior staff necessary, etc and also fairness in allocating leave.

While leave approval is the employers ultimate decision, they should try to accommodate requests where possible, and maybe even consider employing temporary staff or casual relief staff if this can work for their business.

Over Easter the statutory holidays are Good Friday and Easter Monday. Sunday is not a statutory day. Anzac day is always April 25th no matter what day that falls on and is a statutory day (Friday).

The usual rules apply in working out pay and leave for those working on the statutory days. For those employees that would normally work on the statutory days (in this instance Monday's and Friday) and do not take leave they are entitled to be paid at time and a half plus receive a day in lieu at another date.

If you hire someone to work on these days and they are NOT their normal working days for you, they still need to be paid time and a half for the hours worked but you do not need to give them any days in lieu.

Good record keeping, clear and fair policies and consistent communication will help build and keep strong employment relationships.

If you would like any help around these or other issues, then please contact John Brosnan on 07 9022 838.