

Public Holidays

PUBLIC HOLIDAYS are statutory, gazetted or proclaimed bank or public holidays and count as time worked in your four-week cycle.

WORKING ON A PUBLIC HOLIDAY

Where NAB needs you to work on a public holiday, the following process applies:

- Your People Leader will ask for volunteers to work on the public holiday;
- Where there are not enough volunteers, your People Leader will select employees to work on the public holiday;
- When selecting employees to work on the public holiday, your People Leader will first select those employees who have not been rostered on previous public holiday/s;

DECLINING WORK ON A PUBLIC HOLIDAY

You can refuse the request to work on a public holiday if the request is not reasonable or the refusal of the request is reasonable. The NAB Agreement requires the following factors are to be taken into account:

- The nature of your workplace including operational requirements, and the nature of work you perform;
- Your personal circumstances, including your family responsibilities;
- Whether you could reasonably expect that

NAB might request you to work on the public holiday;

- Whether you are entitled to receive overtime payments, penalty rates or other compensation for, or a level of remuneration that reflects that you might be expected to work on the public holiday;
- Your employment of type e.g. full time, part time, casual or shift work;
- The amount of notice in advance of the public holiday given to you when making the request;
- The amount of notice in advance of the public holiday you give when refusing the request to work on a public holiday;
- Anything else that is relevant that you raise.

WHAT IF I DON'T WORK ON A PUBLIC HOLIDAY?

Where you have a day off work on a public holiday, and you would ordinarily have been required to work, it will be taken as you having worked that day.

WHAT DO I GET PAID ON A PUBLIC HOLIDAY?

All Group 1 and 2 employees are paid the premium rate of 100 % of ordinary time for working on a public holiday.

Note: Shift loadings are not payable where the shift worker is entitled to receive the premium rate for a public holiday.

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