



CIRCULAR TO DEPARTMENTS AND AUTHORITIES NO. 1 OF 2011

STATUTORY PUBLIC HOLIDAYS FOR 2011 AND NEW YEAR 2012

Under the provisions of the *Public and Bank Holidays Act 1972 (WA)*, the following dates are public holidays during 2011 and over the New Year period 2012:

New Year's Day	Saturday 1 January 2011 / Monday 3 January 2011
Australia Day	Wednesday 26 January 2011
Labour Day	Monday 7 March 2011
Good Friday	Friday 22 April 2011
Anzac Day	Monday 25 April 2011
Easter Monday	Tuesday 26 April 2011 ¹
Foundation Day	Monday 6 June 2011
Queen's Birthday	Friday 28 October 2011 ²
Christmas Day	Sunday 25 December 2011 / Monday 26 December 2011
Boxing Day	Monday 26 December 2011 / Tuesday 27 December 2011
New Year's Day	Sunday 1 January 2012 / Monday 2 January 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 a Sunday an award or agreement may specify that the holiday be observed on the next succeeding Monday. Likewise, when Boxing Day falls on a Sunday or a Monday, an award or agreement may require that it be observed on the next succeeding 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 (WA)*.

¹ As the Anzac Day and Easter Monday public holidays both fall on 25 April 2011, the Easter Monday public holiday has been moved to 26 April to ensure that Western Australian employees and their families still enjoy the usual number of public holidays.

² Some non-metropolitan local government authorities may choose to celebrate the Queen's Birthday on a day of local significance in lieu of the official date.

Repealed Public Service Holidays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 Employees, who would have otherwise received the benefit of repealed public service holidays, are able to take two days' paid leave of absence in lieu of the repealed public service holidays.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



JOSEPH LEE
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LABOUR RELATIONS

7 January 2011