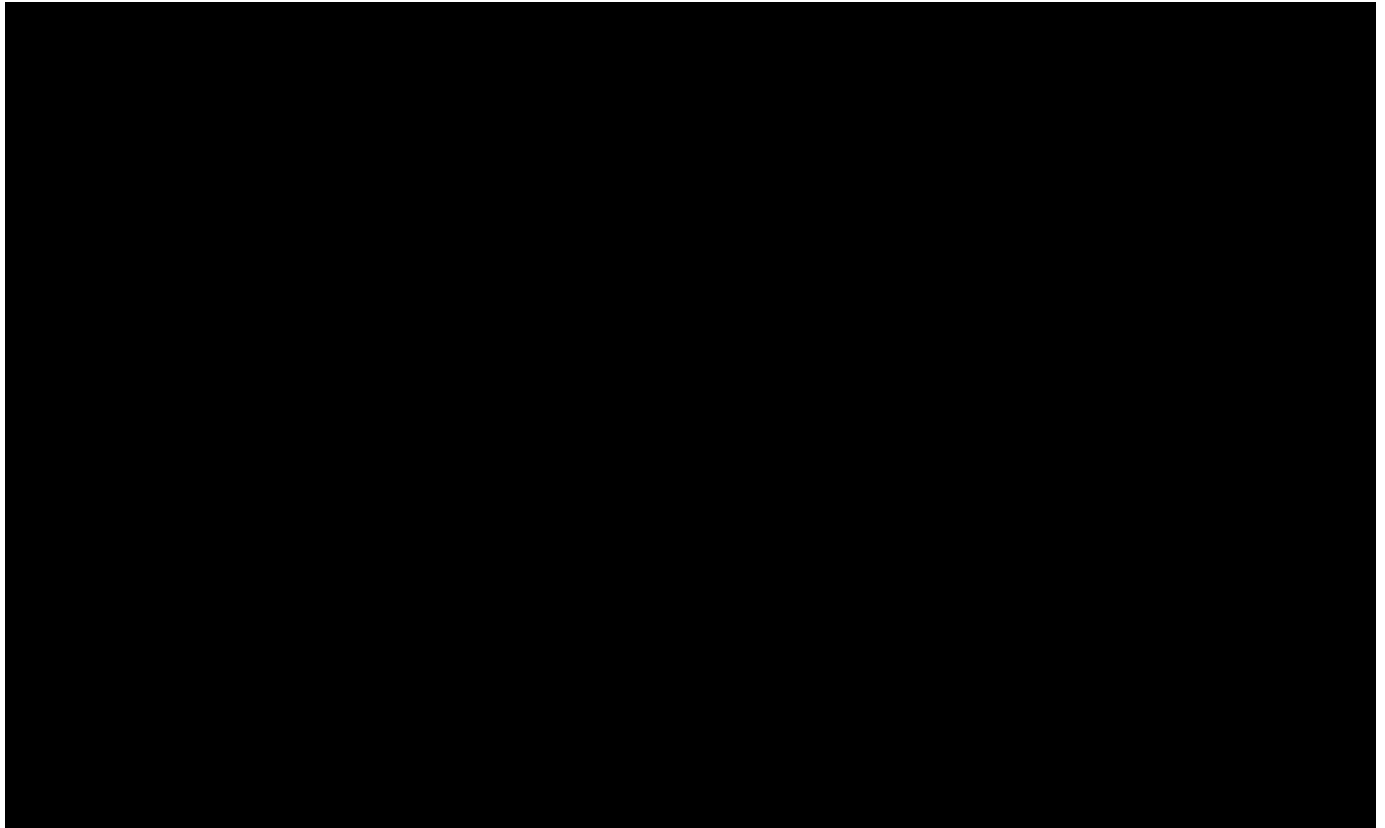


Public holidays

All employees are permitted to take a day off on a public holiday. However, an employer can ask an employee to work. An employee can say no if they have reasonable grounds (reasonable grounds).

Go to our [List of public holidays page \(www.fairwork.gov.au/leave/public-holidays\)](http://www.fairwork.gov.au/leave/public-holidays) for a list of public holidays in your state or territory.

Watch our short video about public holidays.



Public holiday pay

Full-time and part-time employees who don't work on a public holiday are paid their minimum pay rate for the ordinary hours they would usually work on that day.

Some employees working on a public holiday must be paid a penalty rate (penalty rate). This is higher than their minimum pay rate.

Public holidays during other leave

When an employee takes annual or sick leave they're still entitled to be paid for public holidays. This payment doesn't come out of the employee's leave balance. However, the public holiday has to fall on a day the employee would usually work.

What to do next

- Use our Pay Calculator ([Pay calculator \(https://calculate.fairwork.gov.au/findyouraward\)](https://calculate.fairwork.gov.au/findyouraward)) to find public holiday rates

Contact us

Fair Work Online: www.fairwork.gov.au

Fair Work Infoline: 13 13 94

Need language help?

Contact the Translating and Interpreting Service (TIS) on 13 14 50

Hearing & speech assistance

Call through the National Relay Service (NRS):

For TTY: 13 36 77. Ask for the Fair Work Infoline 13 13 94

Speak & Listen: 1300 555 727. Ask for the Fair Work Infoline 13 13 94

The Fair Work Ombudsman is committed to providing advice that you can rely on. The information contained on this website is general in nature. If you are unsure about how it applies to your situation you can call our Infoline on 13 13 94 or speak with a union, industry association or workplace relations professional. Visitors are warned that this site may inadvertently contain names or pictures of Aboriginal and Torres Strait Islander people who have recently died.